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EXHIBIT OF

Industrial Conditions

IN RELATION TO
PUBLIC HEALTH, SAFETY
AND WELFARE

Circulating —
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HORTICULTURAL HALL : : BOSTON

April 7–14, 1907

10 A. M.—10 P. M.

ADMISSION FREE

EXHIBIT *of* Industrial Conditions

IN RELATION TO

PUBLIC HEALTH, SAFETY AND WELFARE

Horticultural Hall, Boston
April 7-14, 1907

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ARRANGED BY

Women's Trade Union League
Massachusetts Consumers' League
Boston Central Labor Union
Boston Association for the Relief and Control of Tuberculosis
Women's Educational and Industrial Union
Boston Trade School for Girls
North Bennett Street Industrial School
Industrial Committee of the Twentieth Century Club
Massachusetts State Federation of Women's Clubs
Woman's Education Association

Special Exhibits by

Massachusetts State Board of Health
Boston Board of Health
Massachusetts Bureau of Statistics of Labor

Exhibits loaned by

American Museum of Safety Devices and Industrial Hygiene
Chicago Industrial Exhibit
Social Museum of Harvard University

3758

Lucien E. Taylor.
Apr. 18. 1907

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ALEXANDER M. WILSON

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Prof. F. W. Taussig
Miss Susan Upham.

Program of Evening Conferences and Addresses.

Sunday, April 7, 8 P. M.

FORMAL OPENING OF THE EXHIBIT.

Mr. James Duncan, Vice-President American Federation of Labor, Presiding.
Hon. Curtis Guild, Jr., Governor.
Hon. John F. Fitzgerald, Mayor.
Mr. John Graham Brooks.
Mr. John F. Tobin, President Boot and Shoe Workers' Union.
Hon. Andrew J. Peters.

Monday, April 8, 8 P. M.

INDUSTRIAL HYGIENE.

Hon. Frank G. Wheatley, Presiding.
Prof. William T. Sedgwick, Mass. Institute of Technology.
Dr. Gardner F. Swarts, Secretary Rhode Island State Board of Health.

Tuesday, April 9, 8 P. M.

INDUSTRIAL EDUCATION.

Mr. George I. Aldrich, Massachusetts State Board of Education, Presiding.
Prof. Paul H. Hanus, Chairman of the Commission on Industrial Education.
Mr. John Golden, President United Textile Workers.

Wednesday, April 10, 8 P. M.

INDUSTRIAL LEGISLATION.

Prof. C. E.-A. Winslow, Massachusetts Institute of Technology, Presiding.
Mr. Owen R. Lovejoy, National Child Labor Committee.
Hon. Samuel Ross.

Thursday, April 11, 8 P. M.

INDUSTRIAL SAFETY.

Dr. Richard C. Cabot, Presiding.
Prof. C. W. Doten, Massachusetts Institute of Technology.
Mr. Henry Abrahams, Secretary Boston Central Labor Union.

Friday, April 12, 8 P. M.

INDUSTRIAL ORGANIZATION.

Judge Warren A. Reed, Presiding.
Mr. John F. Tobin, President Boot and Shoe Workers' Union.
Dr. Graham Taylor, Chicago Commons.

Saturday, April 13, 8 P. M.

INDUSTRIAL BETTERMENT.

Prof. Edwin F. Gay, Harvard University, Presiding.
"The Workingman and his Home,"
Mr. W. E. C. Nazro, Welfare Manager Plymouth Cordage Co.

Program of Afternoon Conferences.

Monday, April 8.

12 M., LABOR AND THE CHURCH.

Dean George Hodges, Presiding.
Mr. Henry Sterling, Secretary Typographical Union.
Mr. Robert A. Woods, Head, South End House.

3.30 P.M., THE PREVENTION OF TUBERCULOSIS IN FACTORIES.

Hon. Charles G. Washburn, Vice-Chairman Workshop Improvement Committee New England Civic Federation, Presiding.
Dr. Frank T. Fulton, Providence, R. I.
Mr. W. A. Viall, Manager Brown and Sharp Works, Providence, R. I.
Dr. Edward O. Otis, Workshop Improvement Committee, New England Civic Federation.

Tuesday, April 9, 4 P. M.

THE CONSUMERS' LEAGUE.

Mr. John Graham Brooks, President National Consumers' League.
Miss Edith M. Howes.
Prof. Mary W. Calkins of Wellesley.

Wednesday, April 10, 4 P. M.

TRADE SCHOOLS.

"What the State can do for Industrial Training,"
Mr. Robert A. Woods, South End House.
Mr. James P. Monroe.
"Trade Work for Girls,"
Mrs. Mary S. Woolman, Director Manhattan Trade School for Girls.

Thursday, April 11, 4 P. M.

DOMESTIC SERVICE — A BELATED INDUSTRY.

Mrs. Caroline S. Atherton, Presiding.

"The Place of Domestic Service in Industry,"

Rev. Edward Cummings, President of the Massachusetts Civic League.

"How Employment Offices may Increase Present Difficulties in Domestic Service.— The Report of a Personal Investigation,"

Miss Frances A. Kellor, General Director of the Inter-Municipal Committee.

"Living Conditions of Domestic Workers in Apartment Houses,"

Mrs. Johanna von Wagner.

"The Hope for the Future of Domestic Service,"

Mrs. Ellen H. Richards, of the Massachusetts Institute of Technology.

Friday, April 12, 4 P. M.

TRADES UNIONS.

Mr. James Whitehead, Secretary Weaver's Union, Fall River, Presiding.

Mr. Dennis D. Driscoll, Secretary Massachusetts State Federation of Labor.

Miss Gertrude Barnum, Secretary National Woman's Trade Union League.

Saturday, April 13, 4 P. M.

SAVINGS BANK AND INSURANCE FOR WAGE-EARNERS

Hon. Norman H. White, Secretary Massachusetts Insurance League.

FOREWORD.

By Jane Addams.

It is always hard really to see a familiar thing, and it is quite possible to go through life actually blind to our immediate surroundings because we have always seen them. A scientist would say that the objects of attention grow so familiar in consciousness that no reaction is produced. We constantly resent this dead level of familiarity, although we are unable to break through it, and we half suspect that we are missing the essence of life. As a result we are always grateful to the artist when he shows us the beauty we cannot find for ourselves, to the dramatist who isolates everyday episodes and makes them new and interesting, to the novelist who shows us our dull companions in an interesting light.

This Exhibit is designed to do something of the same sort for current industrial conditions, to reveal that hard and material side of life which goes on in factories and workshops, to epitomize the labor which clothes and feeds the modern world.

Because we are familiar with the exterior of huge factories we are content to walk by them every day without the remotest notion of the life that goes on within them, of the complicated automatic machines, which are the crown of a century of invention. We see streams of laborers filling the streets night and morning, and scarcely observe that in this stream the number of young women steadily increases and that the number of children fluctuates. Our lack of perception blurs it all. We buy the products as we may desire them, totally unconscious of the struggles of the inventor, of the dreams of the artist which the products may embody, and only a few purchasers inquire whether cheapness has been secured through an increase of speed which has put an unwarranted strain upon the nervous system of the young girls, or whether the worker has contracted disease which might have been avoided.

It is remarkable that this apathy should exist in America where industrial development has been so large a share of our industrial life, and where industry has called to its aid not only science and invention, but the service of original and vigorous minds. To remain ignorant of American industrial development, and the human interests involved, is to miss much of the significance and value of contemporary life.

The Exhibit aims, by living exhibits, by lectures, by graphic presentations, to make us realize the conditions which surround us, to reveal them as they are. The exhibit isolates significant episodes in industry, presents those trades which are falling behind and those which are pushing forward, connects them with education and legislation and finally collects the whole under one roof. The exhibit aims:

To give a clue as to what is happening in industry;

To present the trend of the present development in relation to its historic background;

To show the effect of Trade Union regulations upon actual shop conditions;

To demonstrate what may be done by public spirited employers;

To reveal the result of legal protection upon the labor of children;

To portray the effect of State regulation upon the guarding of machinery;

To show the need of industrial insurance against the inevitable accidents of industry;

To demonstrate the possibility of preventing diseases which now accompany certain occupations;

To present the surroundings which may sacrifice the producer to the product;

To put upon the stage the conclusions of economic investigations, the tragedies and sacrifices now buried in reports, census returns and technical articles, that they may be a part of our consciousness of current history.

All to the end that industry may become a human interest, an intelligible experience, that we may have some knowledge of its mighty operations and attach its affairs to our sense of moral obligation.

When this knowledge and quickening of conscience has been obtained, then we may hope for a normal development, and a sane regulation of industry.

CATALOGUE OF EXHIBITS.

GROUP I.

INDUSTRIAL GEOGRAPHY. [In Vestibule.]

The health, safety and welfare of working people in Massachusetts should be the highest concern of the State. These maps and charts have been prepared especially for the exhibit in order to suggest the extent of the problems that confront those who have an interest in the wage-earner equal to their interest in maintaining the supremacy of Massachusetts in certain lines of industry, and to present, in form easy to grasp, a picture of this State as a huge workshop. This first group of exhibits will serve as the background on which can be sketched the problems of working people in Massachusetts as they are presented by the succeeding exhibits.

SECTION 1. Eighteen Charts and Three Maps Prepared by the Massachusetts Bureau of Statistics of Labor.

A. CHARTS.

Chart I. The 20 manufacturing cities of Massachusetts turning out the largest annual product.

Chart II. Comparative numbers and percentages of men, women, and children (under 16 years of age) employed in the industries of 20 of the principal manufacturing cities of the Commonwealth.

Charts III-V. The principal industries of the 18 leading manufacturing cities of the Commonwealth.

Chart VI. Seventeen principal industries of the city of Boston.

Charts VII-IX. Persons employed in the 18 leading manufacturing cities of the Commonwealth.

Chart X. Persons employed in the leading manufacturing industries of the city of Boston.

Chart XI. The trade (mercantile business) of 17 cities of the Commonwealth, showing the largest amount of business, together with the proportions for Boston and other cities and towns.

Chart XII. Seventeen cities and towns of the Commonwealth reporting the largest value of product from the sea and shore fisheries; comparative showing for Boston, Gloucester, and other cities and towns.

Chart XIII. The commerce (coastwise and ocean) of the city of Boston and other cities and towns of the Commonwealth.

Chart XIV. The ten principal manufacturing States of the Union.

Chart XV. Comparative productive industries of Massachusetts, including manufactures, the fisheries, commerce, and agriculture, for the Census year 1905.

Chart XVI. Comparative productive industries for Massachusetts, including manufactures, the fisheries, commerce, and agriculture, with comparisons based upon the State Census of 1895 and 1905.

Chart XVII. The occupations of the inhabitants of Massachusetts who are engaged in all kinds of productive industry.

Chart XVIII. Children at work, 10 to 15 years of age, young persons 16 to 20 years of age, and adults 21 years of age and over, employed in gainful occupations in the Commonwealth, in the State Census of 1905.

B. MAPS.

Map I. The value of manufactured goods in each city and town of the Commonwealth as determined by the State Census of 1905, classified as follows: Under $5,000,000; $5,000,000 but under $10,000,000; $10,000,000 but under $25,000,000; $25,000,000 but under $50,000,000; $50,000,000 but under $100,000,000; and over $100,000,000 annual product.

Map II. The number of women, employed in manufacturing industries in each city and town in the Commonwealth, indicated by a graded scheme shown upon the map.

Map III. The employment of children 10 to 16 years of age in the manufacturing industries of the Commonwealth, indicated by a graded scheme shown upon the map.

SECTION 2. Maps and Charts showing the relative importance of Massachusetts among the Manufacturing States, and the Distribution within the State of the Various Industries. Prepared under the direction of Prof. William Z. Ripley of Harvard University.

GROUP II.

INDUSTRIAL HYGIENE AND SAFETY.

It is one of the first aims of society to secure to the individual the maximum of life and health. As civilization progresses the care for human life increases *pari passu.* Yet there is still a vast waste of life going on which is an economic, as well as a moral blunder. Of the lives sacrificed each year in the United States to accidents, tuberculosis and typhoid fever alone, at least 15,000 are easily preventable. This means a waste of seventy-five million dollars worth of life capital.

A large part of this needless waste is due to the conditions which surround the workers of the Nation. The death rate from consumption is 15 per cent. higher among cigarmakers than in the average adult city population, 40 per cent. higher among Fall River mill hands, and 300 per cent. higher among Northampton cutlery workers. On the railroads of the United States 70,000 employees are killed and injured every year.

This suffering and death can be prevented; and its prevention would work good to all parties concerned. Healthy and efficient labor means high wages and large profits as well. All that is needed is the knowledge of just what means to apply to secure good ventilation, to protect the worker from dangerous dust and fumes and to guard against accident on railways and in machine shops. The exhibit of safety devices loaned by the American Museum of New York shows what may be done in the latter line and the recent investigation of the State Board of Health of Massachusetts has made it clear that every industry may be and in some cases *is,* carried on under conditions which do not threaten the wellbeing of the worker. The recommendation of this board that the sanitation of the worst factories in each industry should be brought up to the standard of the best can only be realized through growing knowledge as to the evils involved and the means at hand for remedying them. It is hoped that this exhibit may help to make clear the conditions which the employer should offer to his employees and which the employee has a right to demand of his employer. It further emphasizes the responsibility of the State to furnish efficient expert advice for the sanitary improvement of factory conditions.

SECTION 1. Industrial Hygiene.

A. STATE BOARD OF HEALTH. [Small Hall.]

Prepared under the direction of the Secretary of the State Board of Health by William C. Hanson, M. D

The preparation of the exhibit is based upon a recent investigation made by the board concerning the effect of industry on health.

The purpose of the exhibit is educational.

The first object is to give a glimpse of some of the more important workrooms in a number of different industries, so that the public may better appreciate the meaning of factory life. Large photographs, charts and materials explain and illustrate the various processes of manufacture.

The second object is to lay emphasis upon certain industries, or processes, which are of special hygienic importance, either because of conditions which are inherent in the industry or because of those which are in no way connected with the industry. These conditions are represented by photographs, charts and signs, and by specimens of different kinds and sizes of dust to which workmen may, to a lesser or greater extent, be exposed. Among the photographs is a series of enlarged microphotographs of dusts arising from industries carried on in Massachusetts, some of which show human lung tissue in which the dust has become imbedded. The lesson to be learned from this part of the exhibit is the importance of protecting the working people, so far as is possible, from the serious effects of unhygienic and dangerous conditions.

The entire exhibition, besides being of general interest to laymen, deserves the careful attention of physicians and local boards of health.

It affords an opportunity to obtain more than a passing knowledge of our industries and of the conditions surrounding the working people, and is a privilege never before made possible in the United States.

B. BOSTON BOARD OF HEALTH. [Large Hall.]

1. (a) Photographs showing want of light, ventilation and cleanliness in Boston tenements before corrective measures by the Board of Health.
   (b) Photographs showing outward appearances of same tenements after action by the Board of Health.
2. (a) Laboratory of the Board of Health.
   (b) Outfits for the collection of specimens for examinations for organisms of certain infectious diseases.
   (c) Tables showing routine work of the laboratory.
   (d) Plates showing clean and dirty milk as indicated by the number of colonies of bacteria.

C. EXHIBIT BY THE BOSTON ASSOCIATION FOR THE RELIEF AND CONTROL OF TUBERCULOSIS. [Large Hall.]

"It is in the power of man to cause all germ diseases to disappear from the world."—Pasteur.

(a) Tuberculosis is a germ disease spread by the spittle of the consumptive. Enlarged photograph of tubercle bacilli in sputum.

(b) 1. Tuberculosis causes one-third of all deaths that occur in the best working period of life—between the ages of 15 and 45 years. Chart I.

2. Affecting so often the wage earner, it is a leading cause of poverty. Chart II.

(c) 1. Tuberculosis is an indoor disease. Bad housing fosters tuberculosis. Ground plan of "Lung Block in New York City." See also photographs in Boston Board of Health's exhibit, Group II, Sec. 2.

2. Indoor, and especially dusty occupations, encourage tuberculosis. Chart III.

(d) Employers and employees can co-operate in making factory conditions safe.

1. Workrooms should be well lighted and ventilated. See exhibit by Industrial Committee of the Twentieth Century Club, Group IV, Sec. 1.

2. When artificial light is needed electricity is preferable to gas.

3. Cuspidors should be provided and no one should be permitted to spit on the floor. Sanitary cuspidors. Spitting signs.

4. The sweeping of floors should be carried on so as not to raise dust. Directions for sweeping and dusting.

5. Dust incident to the processes of manufacture should be minimized. See appropriate safety devices, Group II, Sec. 2.

6. Printed directions for preventing tuberculosis.

(e) Consumption is curable.

1. Photographs and charts illustrating Massachusetts State Sanitarium, Sharon Sanitarium, Millet Sanitarium, Day Camps, and Home Classes.

2. Trade Unionists may use their "sick benefits" in a course of treatment at the sanitarium.

3. Employers may aid in the treatment of their consumptive employees. Illustrated by work carried on in factories of Providence, R. I., Brockton, Mass., Oxford, Mass., and Walpole, Mass.

(f) Tuberculosis is decreasing. Tuberculosis curve, Massachusetts, 1881-1905, Boston, 1850-1906.

SECTION 2. Safety Devices. [Large Hall.]

A. DEVICES LOANED BY INDIVIDUAL FIRMS.

The Non-Explosive Safety Naphtha Container Co., 1133 Broadway, New York.

Connell & Dengler Machine Co., 254 Mill St., Rochester, N. Y. Shaper guards for wood working machine.

Norton Emery Wheel Co., Worcester, Mass.

B. F. Sturtevant Co., Hyde Park, Mass. Exhaust fans connected with emery wheels and portable forges for removal of dust, smoke, fumes, etc.

Pfeil & Gurtner, 223 Madison St., Buffalo, N. Y. Saw guard.

Aetna Life Insurance Co., Accident and Liability Department, Hartford, Conn.

The Draper Company, Hopedale, Mass. Loom with safety device.

The Edison Electric Company, 3 Head Place, Boston. The motors running the various power machines in this hall obviate shafting and belting.

The Draper Company, Hopedale, Mass. Safety devices.

Asceptic Drinking Cup Co., Cambridge, Mass. Cuspidors for factory use.

Turner Specialty Co., 66 Pearl St., Boston. Cuspidors for factory use.

E. C. Atkins & Co., Indianapolis, Ind. "O. K." Saw Guard and Hamlet Dimension Gauge.

Natural Autoforce Ventilator Co., 53 Devonshire St., Boston. Ventilating device.

B. THE AMERICAN MUSEUM OF SAFETY DEVICES AND INDUSTRIAL HYGIENE.—Loan Exhibit.

The Paine Manufacturing Co., 12 Park Place, New York. Marine distress outfits and railroad lights.

National Fireproofing Co., Chicago, Ill. Photographs.

The Northern Specialty Co., 63-5 Columbia St., Utica, N. Y. Approved combination water gauge and automatic safety valve.

Insurance Engineering, 120 Liberty Street, New York. An illustrated International Monthly Review devoted to the science of diminishing hazards to property and to life. 25 cents a number. $3.00 a year.

Haines, Jones & Cadbury Company, Philadelphia, Pa. Safety valve for mixing hot and cold water without injury to the user.

Prof. William R. Bradley, Middletown, N. Y. Electric car truck, so guarded that it cannot jump the track. Electric rail safeguarded so that people will be safe walking on it.

Price Fireproofing Company, Poughkeepsie, N. Y. Fireproof starch and fireproofing compounds.

J. M. Jones, 1443 Niagara Street, Buffalo, N. Y. Jointer guard device.

A. D. Gable and John Brickley, Shenandoah, Schuylkill Co., Penn. Safety devices for mine cages and elevator model.

National Cash Register Co., Dayton, Ohio. Photographs, factory hygiene and industrial betterment.

McArthur Portable Fire Escape Co., 1919 Clark Avenue, S. W., Cleveland, O. Safety devices.

Grip Nut Co. The safety device, a one-piece steel lock nut, that the severest strain will not jar from bolt. 500 Fifth Avenue, New York; 152 Lake Street, Chicago.

Engine Stop and Speed Limit. The Wright Automatic Safety Device. J. K. Wright, sole manufacturer, 136 Liberty Street, New York. Model of device.

M. J. Kane & Co., 136 Liberty Street, New York. Agents for the Angell automatic elevator safety lock. 'Phone 1582 Cortlandt.

Safety Fender for Trolley. John Quern, 1812 Brooklyn Avenue, Flatbush, N. Y. Model.

Portable Electric Safety Light Co., 37 N. J. R. R., Newark, N. J.

Automatic Safety Lock for Elevator. Charles S. Stokes, 690 Hancock Street, Brooklyn, N. Y. Model.

Power Storage and Safety Device for Elevators. Wallace P. Groom, 502 Fulton Street, Brooklyn, N. Y. Model.

The Perfect Safety Window Guard. Security against accident in outside window cleaning. Room 607, Flatiron Building, Broadway and 23rd, Street, N. Y. The device.

H. & M. Valve Co. Stop and isolating valves. 25 Broad Street, N. Y. Sectional model and device.

Dr. Detourbe, 206 Bld. Raspail, Paris, France. Respirators, goggles and face masks for workers in dust and for protection against flying fragments. Devices shown on papier mache heads natural size.

Safety Machine Stop. William Finn, 1755 Tenth Avenue, N. Y. Model.

A. L. Freed, New York, 112 West 31st Street. Factory, 115-117 West 129th. Offices. Safety goggles for the protection of millers, stone masons, and motormen, to prevent particles of dust or fragments of stone from entering the eye, as well as a protection against wind and cold. Eye glasses with hygienic nose guards to prevent the formation of sores on the nasal bone caused by pressure. Safety method of grinding lenses to prevent particles chipping off while in use, and entering the eye.

Brown and Sharp Mfg. Co., Providence, R. I. Photograph and scale drawings of machines safeguarded.

Consolidated Engine Stop Co., New York.

N. Murchison, 338 49th Street, Brooklyn. Safety davit.

Non-Explosive Can and Device Co., 84 Chambers Street, New York. Non-explosive cans.

Ideal Ventilation Co., 120 Liberty Street, New York.

Edmund Mather, 2nd and Walnut Streets, Harrisburg, Pa.

Safety Awning. John Sullivan & Son, 356 Hudson Street, New York. Model.

Safety Fender. C. N. Washburn, Flatbush, Brooklyn, N. Y. Model.

Safety Badger Tower Guard. J. A. Davidson & Co., Eau Claire, Wis. Device.

Safety Elevator Clutch. E. J. Brown, 446 Broadway, New York.

Vajen Bader Co., Richmond, Ind. Helmets for head protection in fire.

Sanitary Spittoon with Automatic Water Flushing Device. A Corbeil Sucr. Entrepreneur. Plomberie, Eau et Gaz. Travaux publics et Particulier. 2 Rue Baudin, Paris, France.

Les Fils De Jules Bruey. Pieces Mecaniques Detachess pour Filatures et Tissages. Ronchamp (Haute-Saone), France. Device.

Paris, Lyons and Mediterranean Ry. P. L. M. M. Noblemaire, Director, 88 Rue St. Lazare, Paris, France. Photographs. Workingmen's Dwellings, Baths, Reading Rooms, Dispensaries and Stations. Statistics of the various forms of industrial betterment of their personnel.

Safety Scaffolding. Martin Cody, 26 East 109th Street, New York. Model.

Ernest Carstens, Rosenplutstrasse, 19 Nuerberg, Germany. Makers of every kind of specialized safety devices for wood-working machinery devices. Knife plates, inclined cutter guards, safety for planers, shaping machines and crown cutters.

The Committee on Workingmen's Dwellings and Institutions for Promoting Thrift in St. Gilles (Brussels). A Soenens, President. Studies and documents 1902-5 illustrated.

Montauk Fire Detecting Co., 100 William Street, New York.

S. L. Shellenberger, So. McAllister, Ind. Ter. Railway switching model.

Sargent Railroad Safety Rod. Benj. Sargent, 1121 36th Street, Rock Island, Ill. Model.

Clark's Emergency Exit Door Lock. Hugh Elmer Clark, 47 Vick Park B., Rochester, N. Y.

Stillman Safety Lamps and Lanterns. The Stillman Co., 95 William Street, New York. Devices.

GROUP III.

AGENCIES OF INDUSTRIAL PROGRESS.

The crowd pouring down town every morning to their work looks from a distance as if it flowed like a stream, and by mere pressure of natural forces. In reality every individual is impelled by a separate inner force, by intelligence and will in the service of purpose.

So industrial progress is not a mere drift—an inevitable current of affairs. It is made up of the activities of those who wish to move forward, its volume, speed and goal depend on their aims and acts.

This Exhibition suggests the efforts and accomplishments of some of the very various bodies which are working for industrial advance.

Public spirited associations, such as the Twentieth Century Club, the Consumers' League, the Child Labor Committee, and many women's organizations, have for their direct aim to learn what the conditions are in reality, and to aid the public to improve them by all available means. The Consumers' League especially brings to bear the desire of the public to buy only such goods as are made under decent and humane conditions. By the device of the label, the white list and in other ways, it helps on the crusade against the sweat-shop, and other demoralized conditions of employment. All of these associations also take part in the campaign to secure the laws needed to protect women, children and the public generally, by regulating hours of labor, protection of machinery and sanitary conditions in shops and factories.

More hopeful, because more immediate, is the work of the employers who have awakened to a fresh sense of the social opportunity that lies in their relation to their employees. "Social Secretaries," pleasant lunch and rest rooms, gymnasiums, attractive work places and surroundings and liberal vacations are signs of a new industrial era.

Fundamental is the organized effort of the employees themselves to improve conditions, not only for their own sakes, but for the sake of the future and the public at large. Their benefit funds have been most useful in insuring working men and women fraternally and economically against the ever present human risks of sickness and death. They have done much to make employment steadier, and to prevent strikes, especially by their machinery for arbitration and for collective and long-term contracts. They have worked unremittingly to secure legal protection to the industrially weak, and they have done an inestimable service to the American business world by maintaining the American standard of living, hours and wages (which alone make possible the American standard of intelligent, enterprising, efficient, labor) in the face of the absorption of great bodies of low grade foreign workers. Finally, they have been of more value than all other agencies combined as a training in self-government and democratic citizenship.

The Boston Central Labor Union, and the volunteer auxiliary association, the Woman's Trade Union League, represent this phase.

Better mutual understanding, increased co-operation and an opportunity to advance into new fields are in sight.

Among the next steps needing to be taken are prevention of all avoidable accidents, adequate compensation and insurance, and an elevation of factory inspection on the sanitary side.

SECTION 1. Factory Betterment. (Large Hall.)

Exhibit prepared by the Industrial Committee of the Twentieth Century Club.

These exhibits serve to indicate the purpose and scope of welfare work that employers in a variety of totally different industries throughout the United States are carrying on to improve the working and living conditions of their employees. The exhibit shows that industrial betterment schemes involve special consideration for the physical welfare and comfort wherever labor is performed; a variety of facilities for recreation; educational advantages, more particularly of a vocational nature; and the providing of better homes for the workers. Specifically, the exhibit indicates that employers are providing such welfare facilities as good ventilation, well lighted workrooms, landscape improvements, wash rooms, clothes lockers, bath rooms, changing rooms, drying rooms, laundries, lunch counters, dining rooms, kitchens, gymnasiums and other recreational facilities, athletic fields, bicycle sheds, reading rooms, libraries, cooking classes, apprentice classes, and employees' homes. (For list of firms which have contributed exhibits in this section see page 29.)

SECTION 2. Industrial Insurance. (Large Hall.)

A. The Social Museum, Harvard University.

   (a) Occupation and Mortality, 5 charts.

   (b) Social Economy of Industrial Insurance, 2 charts.

   (c) The Workingman's Insurance of the German Empire, large chart.

   (d) The Pennsylvania Railroad Voluntary Relief Department, 3 charts.

B. Tables and charts on industrial accidents, sickness and legislation. Prepared by Prof. Charles R. Henderson, the University of Chicago.

C. Employers' Liability. Chart prepared by Prof. William Z. Ripley, Harvard University.

D. Occupational Diseases and Relief. Chart by the Chicago Relief and Aid Society.

E. Massachusetts Savings Insurance League. Various charts showing in figures and by diagrams the cost of life insurance among wage-earners in the present industrial life insurance companies.

SECTION 3. The Work of the Trade Unions.

Prepared by the Woman's Trade Union League and the Boston Central Labor Union.

A. Photographs and Statistical Charts.

1. The Trade Union affords business training.
2. The Trade Union makes for industrial peace.
3. Trade Union expenditures.
4. The Trade Union establishes a living wage.
5. The Trade Union affords protection in time of sickness, death or unemployment.
6. The Trade Union secures leisure for the wage-earner.
7. The Trade Union the only means for securing to women in industry a just return for their labor.
8. The Trade Union would eliminate the exploitation of childhood.
9. The Trade Union a most effective help in the assimilation of the immigrant.
10. The Trade Union and the negro.
11. The Trade Union making for international brotherhood.
12. "Ethical gains through legislation."—chronology of Massachusetts labor legislation.
13. Echoes from Europe.

B. Process Exhibits.

1. Rag picking.
    - (a) Photograph of the usual methods.
    - (b) Improved rag-picking machinery in motion. Louis Clark, Lowell, Mass.
2. Cigarmaking and Tobacco Stripping. Cigarmakers' Union, No. 97.
3. Felt and Fur Hat Making. Hatters' Union.
4. Photographs showing processes in Steam Laundries, and articles bearing the Label. Laundry Workers' Union.

5. Printing. Boston Allied Printing Trades.
6. Weaving. Showing old loom used in Fall River at time of 1904 strike, showing long bobbins and usual methods of threading. The United Textile Workers.

SECTION 4. Consumers' League of Massachusetts.

A. Exhibit by Living Workers.

Petticoat Factory. Efficiency of electric power machinery as compared with the foot-power machine. Stitching, hem-stitching, tucking, shirring, band-making, all done by machines; hard work no longer necessary. Advantages: accuracy, division of labor, speed, and hours of labor limited by legislation. Earnings of workers by piece work in clothing factories run from $6.00 to $15.00 per week. Employers say it is not worth while having a machine occupied by a girl who cannot make more than $6.00 a week after a year's practice.

B. Exhibit of clothing bearing the Consumers' League Label, certifying that it has been made under good conditions. No overtime, no sweating, no unsanitary conditions, no child labor.

C. 1. Photographs of Sweatshops and Model Factories. Contrast of conditions: cleanliness, light, air, space, as against dirt, darkness, disease, and over-crowding.

2. Charts and photographs illustrating conditions of Child Labor in Massachusetts, as shown by the Massachusetts census of 1905. Photographs of children between 10 and 11. Number of this age at work. Photographs of children between 12 and 13. Number of this age at work. Photographs of children between 14 and 15. Number of this age at work.

3. Photographs of Children at Present Employed in the Mills of Massachusetts.

4. Charts Illustrating the Nationality, Age and School Grade of Children in Boston under 16 leaving school for industrial life.

SECTION 5. Women in Industry. (Loggia.)

A. Domestic Service.

An exhibit prepared by the Women's Educational and Industrial Union and the Massachusetts State Federation of Women's Clubs.

Local statistics of Domestic Service are almost impossible to obtain for the reason that very few employment offices keep the necessary records. Accordingly in preparation of this Exhibit such statistics as could not be obtained from the United States Census Reports, or from the Massachusetts Bureau of Statistics of Labor, have been based on records and investigations of the Employment Office (Domestic Reform League) and the Research Department of the Women's Educational and Industrial Union. From their limited nature they are suggestive, merely. Acknowledgement is made to Dr. Davis R. Dewey, Massachusetts Institute of Technology, for assistance in the preparation of statistics and charts.

EXHIBIT A. Domestic Service Compared with Other Occupations.

DIVISION I. Number of Women in Domestic Service.

One out of every 15 women in Massachusetts does housework for pay.

(a) More than one-quarter of all women wage-earners in the United States in 1900 were employed in Domestic Service. (Placard No. 2.)

(b) Occupations of women wage-earners in Massachusetts. (Table No. 3.)

(c) Increase, 1870-1900, in the number of women wage-earners in four representative occupations:—In the United States. Chart No. 4.) In Massachusetts. (Chart No. 5.)

DIVISION II. Races Represented in Domestic Service.

(a) Race distribution of women wage-earners in Domestic Service—to show the preponderance of nationalities in different sections of the United States. (Map No. 1).

(b) Nationalities of women wage-earners in Domestic Service: In the United States. (Chart No. 2.) In Massachusetts. (Chart No. 3.)

(c) An investigation of immigrants in Domestic Service in Boston as compared with immigrants in certain other occupations. (Table No. 4.)

DIVISION III. Wages.

Domestic Service is pre-eminently the trade where wages are not regulated by efficiency.

(a) Wages in Domestic Service as compared with wages in certain other representative occupations. (Table No. 2.)

(b) A study of increase in wages for housework in Boston in the last five years. (Table No. 3, Placard No. 4.)

(c) An investigation of wages of immigrants in housework as compared with wages of immigrants in certain other occupations in Boston. (Chart No. 5.)

DIVISION IV. Working Conditions.

There is a greater lack of uniformity in hours and other working conditions in Domestic Service than in any other trade.

(a) An investigation of hours of women wage-earners in Domestic Service in Boston. (Table No. 2.)

(b) Pauperism among women wage-earners in the United States. (Table No. 3.)

(c) An investigation of conditions under which domestic employees live in apartment houses in Boston. (Placard No. 4, Plans and Photographs showing good and bad conditions. No. 5, No. 6.)

DIVISION V. Specialization. Demand and Supply in Different Branches of Housework.

Under existing conditions Domestic Service is pre-eminently the trade where demand far exceeds supply.

(a) Resident employees in Domestic Service—A study of demand from employers in supply of employees in different branches of housework in Boston. (Table No. 2, Placard No. 3.)

(b) Day workers in Domestic Service—A study of demand from employers and supply of day workers of different branches of house work in Boston. (Table No. 4, Chart No. 5.)

(c) Owing to the fact that the number of would-be employers so far exceeds the number of would-be employees in housework, the latter are able to insist on certain "preferences" which increase the difficulty of placing them—e. g., "locality," "size of family." (Placard No. 6, Table No. 7, Chart No. 8.)

DIVISION VI. Tendencies in Domestic Service.

Tendencies in Domestic Service indicate:

(a) Specialization on the part of houseworkers. (See Division V, Nos. 2, 3, 4. Also Exhibit B, Division II, 2.)

(b) Increase in the demand for workers by the day and hour. (Placard No. 5. See also Division V, No. 5.)

(c) Removal of more and more housework from the home and its organization in business enterprises.

Cooking. (Placard No. 2.) Exhibit of a few devices used to deliver hot food from a central kitchen.

Washing. (Placard No. 3, Photographs No. 4.)

Cleaning. (Placard No. 6.)

EXHIBIT B. Clearinghouses for Domestic Service—Employment Offices.

DIVISION I. Number.

(a) Number and types of employment offices in Massachusetts. In Boston. (Placard No. 1.)

DIVISION II. Methods.

(a) Requirements for "Approved Offices" (Formulated by the Inter-municipal Research Committee and applied in New York, Philadelphia and Boston). (Placard No. 1.)

(b) Methods used in typical offices for registration, references, etc. (Placards and Tables—Wall 2 and 3. Desk A—4 and 5.) Exhibit of "Model System" installed by Library Bureau in office of Domestic Reform League. Desk B.

EXHIBIT C. Study and Research in Home-Making, Housekeeping and Housework.

(a) The hope for improvement in the present situation in Domestic Service lies in a study of the Economics of Consumption and of Conditions of Modern Living, with experiment to evolve practical methods to meet these conditions. (Placard No. 2.)

(b) Illustrations of the work now being done along the line of study, research and experiment in the Economics of Modern Living. Loaned through the courtesy of: Columbia University (Teachers' College). University of Chicago. University of Illinois. University of Nebraska. Pratt Institute. Lake Placid Conference on Home Economics. Boston Young Women's Christian Association. Inter-Municipal Research Committee. Domestic Reform League.

B. WOMEN IN INDUSTRY. Charts by Miss S. P. Breckinridge, University of Chicago.

Women have always worked.

Their work has altered neither in amount nor intensity; only in character; and in character less than is supposed.
Photographic Illustrations.

(a) NUMBER.

1. There were in 1900 5,319,397 women gainfully employed. (Chart No. 1.)
2. Between 1890 and 1900 their number increased more rapidly than the total number of women, or the total number of men, or the total population gainfully employed. (Chart No. 2.)
3. But the increase was chiefly among those engaged in commercial occupations. (Chart No. 3.)

(b) AGE.

1. Almost half (49.3 per cent.) the gainfully employed were under 25 years of age. (Chart No. 4.)
2. Of gainfully employed men only 28.6 per cent. were under 25 years of age. (Chart No. 4.)
3. The proportion of female population gainfully employed rapidly declines after 25, i. e., at the time when skill could be expected of them. (Chart No. 5.)

(c) MARITAL STATUS OF WOMEN.

1. Of the married women, 5.6 per cent. were gainfully employed.
2. Of the gainfully employed, 14.5 per cent. were married. (Charts 6 and 7.)

(d) LACK OF OCCUPATIONAL OPPORTUNITY.

1. In 1840 there were 140 employments open to women. (Chart No. 8.)
2. Women are now employed in 295 occupations. (Chart No. 9.)
3. But over 86 per cent. are found in only 18 of these. (Chart No. 9.)
4. Men seem to be crowding the women out. (Charts 10 and 15.)

(e) SPECIAL PROBLEMS OF WOMEN.

1. The Married Woman in Industry.
    (a) Effect of marriage on quantity and kind of work.
    (b) Effect of employment on child life. (Chart No. 16.)
    (c) Effect of employment on child morals. (Chart No. 17.)
2. The Wages of Women. (Placards 18 and 23.)

C. A STUDY OF WOMEN'S PAY. By the Woman's Educational Association.

(a) Representative rates of pay for women of average ability in four classes of employment.

(b) Value of housewife's labor, by comparison with housekeeper's rates in domestic market and cost of board and room to the individual.

(c) Cost of living to detached women. "How a self-supporting woman must spend a salary of $500 if she lives detached from family life."

(d) Effect of low pay of women in industry on pay of men and labor of children, accompanied by photographs and exhibits of clothing illustrative of cost of living, etc.

SECTION 6. Hebrew Industrial Removal Work.

(Auditorium.)

A. 1. The Industrial Removal Office. A society having headquarters in New York, organized to assist in the removal of Jewish immigrants from the congested quarters of New York, Philadelphia and Boston to smaller industrial cities and towns.

2. Work of Industrial Removal Office.
   - (a) Classification of the persons removed.
   - (b) Cities and towns where immigrants were sent.

3. Classification of persons removed according to social conditions.

4. Classification of removal cases according to nationality.

5. (a) Geographical distribution of persons removed.
   - (b) Graphic representation of distribution.

6. Classification of removals according to occupations.

B. Photographs of Jewish farmers in Massachusetts who have gone from the city to the country.

SECTION 7. Women's Auxiliary of the Massachusetts Civil Service Reform Association. (Auditorium.)

The Relation of Civil Service Laws to Industrial Conditions.

GROUP IV.

INDUSTRIAL EDUCATION.

Under the present scheme of education we frankly absolve ourselves of all responsibility for the vocational training of nine-tenths of the new generation, so far as the school is concerned. We are still acting on the worn-out presumption that the home, the farm, the shop, the counting-room will supply this absolutely essential instruction.

The opportunities of general culture outside of school have vastly increased while the chance for the apprentice has dwindled; yet we multiply book studies in our school curriculum, while introducing only an excuse for training in productive skill.

We send the vast majority of our boys and girls from the grammar school out into industries in which they learn little or nothing and are often demoralized. There are "two wasted years" from 14 to 16 during which as progressive employers recognize, they are not sufficiently matured for productive labor. This very period is a peculiarly valuable time for inculcating under sympathetic and bracing influences, the working principles of some skilled calling.

The recovery of this period, at least, for purposes of preparation for livelihood would mean that each young person involved would rise very soon to a higher wage standard, would have a position with a future, steadier employment and a longer working life. He would find more stimulus and satisfaction in his work. He would have an ampler mind and a sounder character; for it is coming to be seen that that properly planned vocational training has unexpected disciplinary and cultural values. He would develop productive capacity to match his restless desires as a consumer. He would become in the full sense a producer-citizen with his face set against political parasitism. By his better capacity for making human, as well as material, adjustments, as well as on account of his high standard of living, he would contribute powerfully to all forms of association among workmen for the maintenance of wages.

The training of girls for industrial employment will put them above the competition of the pin-money women, and give some relief from the downward pressure of the woman's wage standard. Domestic work taught as a skilled vocation, will tend to give the housewife her just independent economic status.

The presence of school-trained workmen would mean rapid development of our industries within their present range of production, the introduction of new departments in existing plants and the creation of entirely new industries based on fresh applications of science and art. Capital now too cautiously invested at home, or sent to other parts of the country, would be drawn into this aggressive movement. The people as a whole would become more effective consumers and would in turn push production on to a higher stage.

Industrial education in Massachusetts is a statesmanlike policy for realizing to the full upon our only raw material, the one priceless sort, for which this state in unrivalled,—the latent efficiency of the people. Careful investigation makes it clear that parents very generally appreciate the necessity of such training for their children, and are prepared to make many sacrifices. Beyond that, the community must act in its own large interest and see that all young people with gifts for skilled work shall have their opportunity in spite of every obstacle.

SECTION 1. Exhibit of Apprenticeship. (Lobby.)

1. Each industrial system trains its workers. (Chart.)
2. Modern specialization of industry has brought about a disintegration of the trades. (Sketch.)
3. The disintegration of trades marks the passing of the old apprenticeship system. (Sketch.)
4. Many trades still call for skilled workmen, and there is still a place for the apprentice.
5. The proportions of apprentices to workmen are remarkably small.
6. Trade Union restrictions leave room for larger numbers of apprentices. (Chart.)
7. Some apprenticeship systems in Massachusetts.
8. The more modern apprenticeship systems.
9. The modern apprentice compared with the specialized worker. (Sketch.)
10. The place of apprenticeship in the field of industrial education.
11. The trade school is gradually supplanting the apprenticeship system.
12. Trade Schools in Massachusetts.
13. Trade Schools elsewhere in the United States.
14. The German system of industrial education.
15. Bibliography, indenture papers, etc.

SECTION 2. Massachusetts Commission on Industrial and Technical Education. 1905-1906. (Lobby.)

Charts.

SECTION 3. North Bennet Street Industrial School.
[Auditorium.]

A.—Class in Industrial Modeling, 2 to 6 P. M., to train pupils for trades in which a knowledge of modeling is a fundamental need, and to advance artisans in trades at which they are at work already, as Modeling, Plaster Working, Stone Cutting and Wood Carving.

1. Process Exhibit.
    - (a) Modeling in Relief.
    - (b) Modeling in the Round.
    - (c) Modeling from Flat Copy.
    - (d) Plaster Casting.
    - (e) Pottery Building and Decorating.
2. Products of Class.

B.—Trade Class in Cabinet Making, 7 to 10 P. M.

1. Process Exhibit.
2. Products of Class.

SECTION 4. Boston Trade School for Girls. (Auditorium)

A.—Eighty per cent. of the girls of the state leave school between the ages 14 and 17.

B.—The majority of these girls are obliged to earn a living.

C.—Without training they enter unskilled industries where they cannot earn a living wage. (See Chart No. I.)

D.—With training they enter skilled industries and become efficient members of society. (See Chart No. II.)

E.—What the Boston Trade School has proved can be done by Trade Training. (See Charts Nos. III, IV, V, VI.)

F.—Process Exhibits by Girls from the School.

1. Dressmaking (showing steps from fundamental principles of sewing to designing and finishing.)
2. Millinery.
3. Straw machine operating.
4. Clothing machine operating.

G.—Cabinet. Ten charts showing efforts which girls make to take the training at the Boston Trade School, the scope of the work in the four trades, and in Design, Domestic Science, and Physical Education.

H.—Examples of Finished Work.

1. Trade School.
2. Trade School Shop at the Women's Educational and Industrial Union.

SECTION 5. School of Printing, North End Union.

[Auditorium.]

A.—What is Apprenticeship?

B.—What Indentured Apprenticeship Guarantees.

C.—The Relation of the School to the Shop.

D.—Question for Parents to Consider.

E.—Methods of Instruction.

F.—Examples of Work.

SECTION 6. The Textile Schools. (Auditorium.)

Photographs and exhibits of raw materials, processes and finished products, from

A.—Fall River Textile School, Fall River, Mass.

B.—Lowell Textile School, Lowell, Mass.

C.—New Bedford Textile School, New Bedford, Mass.

SECTION 7. Young Men's Christian Association.

(Auditorium.)

Education for Industrial Workers through Educational Classes in Young Men's Christian Associations, under the Auspices of the State Executive Committee for Massachusetts and Rhode Island. Charts, Photographs and Samples of Work Produced.

1. Industrial conditions in Association centres of Massachusetts and Rhode Island; leading industries, wage earners and special Association evening schools meeting the needs of workers in those industries.
2. Growth in four years—from 27 to 47 schools from 2,113 to 4,014 enrollment, from 107 to 228 paid teachers.
3. Carriage Drafting, Amesbury.
4. Jewelry Design, Attleboro.
5. Boston Association Evening Institute; its history and development in ten years from 600 to 1,700 students; present organization with seven schools, four of them industrial,—namely, the polytechnic school, school of practical electricity, automobile school and school of commerce and finance.

6. English for foreign speaking men in the factories of Cambridge.
7. Ship Drafting, Gloucester.
8. Steam Engine Practice, Holyoke.
9. Textile Design, Lawrence.
10. Plumbing and Steam Engine Practice at Lowell.
11. School for Shoe Workers at Lynn.
12. Textile Design at North Adams.
13. Plumbing at Pittsfield.
14. Mechanical Drafting at Providence.
15. Ship Drafting, Monumental Drafting and Modeling at Quincy.
16. Automobile Drafting and Electricity, Somerville.
17. Drafting and Automobile, Worcester.

SECTION 8. Massachusetts Charitable Mechanic Association Trade School. (Auditorium.)

Exhibits of sheet metal work, carpentry, house painting, plumbing and drawing.

SECTION 9. Women's Educational and Industrial Union. School of Salesmanship. (Auditorium.)

Charts and Photographs.

FACTORY BETTERMENT—LIST OF FIRMS.

Photographs and other illustrative material for the exhibit of Factory Betterment, Group III, Sec. 1, have been contributed by:

American Locomotive Company, Schenectady, N. Y.
Bullock Electric Manufacturing Company, Cincinnati, O.
Cleveland Cliffs Iron Co., Cleveland, O.
Cleveland Twist Drill Co., Cleveland, O.
Colorado Fuel & Iron Co., Denver, Colo.
Dennison Manufacturing Co., Boston.
Eastman Kodak Co., Rochester, N. Y.
The Ferris Brothers Co., Newark, N. J.
Gorham Manufacturing Co. of Rhode Island, Providence, R. I.
General Electric Co., of Lynn, Mass.
H. J. Heinze Co., Pittsburg, Pa.
Hamilton Watch Co., Lancaster, Pa.
International Harvester Co., Chicago, Ill.
The Jeffrey Manufacturing Co., Columbus, O.
The Larkin Co., Buffalo, N. Y.
Natural Food Co., Niagara Falls, N. Y.
National Biscuit Co., New York City.
Niagara Falls Power Co., Niagara Falls, N. Y.

N. O. Nelson Manufacturing Co., Edwardsville, Ill.
Pocasset Worsted Co., Providence, R. I.
Plymouth Cordage Co., North Plymouth, Mass.
Thomas G. Plant Co., Boston.
Royal Worcester Corset Co., Worcester, Mass.
The Solvay Process Co., Syracuse, N. Y.
B. F. Sturtevant Co., Hyde Park, Mass.
The Sherwin-Williams Co., Cleveland, O.
John P. Squire & Co., East Cambridge, Mass.
Talbot Mills, North Billerica, Mass.
United Shoe Machinery Co., Boston.
Walker & Pratt Manufacturing Co., Boston.
Waltham Watch Co., Waltham, Mass.
Westinghouse Air Brake Co., Wilmerding, Pa.
Westinghouse Electric & Manufacturing Co., East Pittsburg, Pa.

Helper in a Sweated Industry.

EXTRACT FROM REPORT OF THE STATE BOARD OF HEALTH ON THE SANITARY CONDITION OF FACTORIES, WORKSHOPS AND OTHER ESTABLISHMENTS WHERE PERSONS ARE EMPLOYED (1907).

"The resolve under which the foregoing investigations were made also directs this Board to report to the General Court on or before Jan. 15, 1907, such recommendations as it may deem expedient for the revision of the laws in this Commonwealth relating to the health, safety or welfare of persons engaged in industrial pursuits.

"These laws are found to contain requirements upon nearly all of the conditions desired, but they are often in such form that no officer can enforce them unless he has support from something more than the mere statement of the law; for example, all would agree that cleanliness in a factory is a necessary condition relating to the health of operatives; and we have in the Revised Laws two references in substantially the same words, viz.: 'All factories shall be kept clean.' What is clean in an axe-grinding factory would not be clean in a silk mill; but the law makes no distinction, and the judgment of the officer cannot be received as law. In prosecuting an offender, he would have no backing in the law unless it should be some extremely bad case in which he could satisfy the court that it was a nuisance; but such a course would have no effect in enabling him to hold factories up to the standard of cleanliness that is desirable for the health of the operatives; and we conceive it impossible to specify in any law a standard of cleanliness applicable to all industries. This being the case, and happily finding, in nearly all of the industries which we have examined, some examples of establishments where reasonable conditions of cleanliness are maintained, we should advise making it of the law that the officer should be authorized to hold all factories in any industry up to the standard of cleanliness which he finds maintained in the factories in that same industry and using the same grade of stock, which are the cleanest.

"This might not be acceptable to a manufacturer who was not permitted to examine the mills of his competitors, to which the officer has access. To settle any question that might arise as to the requirements of the officer and the comparative condition of the mill in question, and the standard above set forth, an appeal might be made by either party to the State Board of Health, authorized to examine such factories in the interests of health and to make a final settlement of such questions.

"Other conditions, such as proper provision for preventing the entrance of dust into the air of the room, proper means of ventilation, proper provision for regulating light, heat and moisture, could be referred to similar standards,—standards not necessarily of methods, but of resulting conditions, which those interested to keep their operatives in the best condition of health, and consequently the most efficient, have found to be practicable.

"The subjects of importance which are not mentioned in the laws regarding factories are the regulation of light, and spitting.

"It might be expected that a manufacturer regarding only his own interests would keep the windows of his factory clean and the walls and ceiling of the room whitened, that he might have upon his work the best natural light; but we have found some factories where these conditions were neglected, and the operatives were straining their eyes trying to accomplish the work required of them. In some there was a period in the afternoon when daylight was too dim, and the turning on of artificial light was delayed, to the injury of the eyes of the operatives and probably to the injury of the work done.

"It is well known that a large percentage of deaths among people whose working days are spent within the walls of industrial establishments is due to consumption. While this may be quite as much due to the conditions existing at the homes of the working people as to those existing at their working place, it is eminently unjust to those who maintain their homes in order and do everything needful to prevent the occupants from contracting consumption, that they should be obliged to seek employment in factories where the most potent means of spreading consumption are allowed to exist.

"No one can spend his or her working days in a room where others, in incipient stages of consumption, habitually spit upon the floor, without the gravest danger of acquiring the disease. Such incipient cases are not always easy of detection; and the only safe protection is to prevent all spitting upon the floor or elsewhere, where sputum on drying will be disseminated as dust through the air of the room. Experience in some factories shows this prevention to be practicable."

EXTRACT FROM REPORT OF THE MASSACHUSETTS COMMISSION TO INVESTIGATE MEASURES FOR THE RELIEF OF CONSUMPTIVES, 1907.

"Within the last year an effort has been made by a few of the large manufacturers in Providence, R. I., to exterminate tuberculosis from their factories, by urging their employees to report at once any suspicious symptoms of lung trouble. One or two physicians especially interested have undertaken, free of charge, to examine and treat these cases; the object being, of course, to discover the disease, if possible, when in its early stage. Several of these workmen have recovered already, and have been able to return to work. Obviously the object lesson of the presence of these cases in mills and factories, and of their apparent cure when under hygienic treatment, will naturally result in a demand for better work rooms and in the education of the workman and his family upon the subject of proper food and living rooms, particularly the necessity for sun and air in their homes."

EXTRACT FROM THE REPORT OF THE COMMISSION ON INDUSTRIAL AND TECHNICAL EDUCATION

(MAY, 1905—APRIL, 1906).

"1. For the great majority of children who leave school to enter employments at the age of fourteen or fifteen, the first three or four years are practically waste years so far as the actual productive value of the child is concerned, and so far as increasing his industrial or productive efficiency. The employments upon which they enter demand so little intelligence and so little manual skill that they are not educative in any sense.

"For these children, many of whom now leave school from their own choice at the completion of the seventh grade, further school training of a practical character would be attractive and would be a possibility if it prepared for the industries. Hence any scheme of education which is to increase the child's productive efficiency must consider the child of fourteen.

"2. Children who continue in school until sixteen or eighteen, especially if they complete a High School course, are able to enter upon employments of a higher grade, usually in mercantile pursuits, and they are able by reason of greater maturity and better mental training to learn the technique of their employment in a shorter time; but they are wholly lacking in manual skill and in what we have called industrial intelligence. For the purpose of training for efficiency in productive employments the added years which they spend in school are to a considerable extent lost years.

"In the cases of both classes of children the employment upon which they enter on leaving school is determined by chance.

"3. The productive industries of the State, including agriculture, manufactures, and building, depend mainly upon chance for recruiting their service. A few apprenticeships still exist in a few industries or parts of industries, but very few apprentices are indentured, and many so-called apprenticeships are falsely named.

"The knowledge and skill which the new men bring to the service of any industry is only what they have picked up in a haphazard way. Some bring much and many bring little.

"4. This condition tends to increase the cost of production, to limit the output in quantity and to lower the grade in quality. Industries so recruited cannot long compete with similar industries recruited from men who have been technically trained. In the long run that industry, wherever in the world it is located, which combines with general intelligence the broadest technical knowledge and the highest technical skill, will command the markets of the world.

"5. The industries of Massachusetts need, in addition to the general intelligence furnished by the public school system and the skill gained in the narrow fields of sub-divided labor, a broader training in the principles of the trades and a finer culture in taste as applied to material, workmanship and design. Whatever may be the cost of such training, the failure to furnish it would in the end be more costly.

"6. The State needs a wider diffusion of industrial intelligence as a foundation for the highest technical success, and this can only be acquired in connection with the general system of education into which it should enter as an integral part from the beginning.

"The latest philosophy of education re-enforces the demands of productive industry by showing that that which fits a child best for his place in the world as a producer tends to his own highest development physically, intellectually and morally.

"7. The investigation has shown the increasing necessity for a woman to enter the industrial world for the sake of self-support, and hence that she should be prepared to earn a respectable living wage, and at the same time that the attempt should be made to fit her so that she can and will enter those industries which are most closely allied to the home.

"The investigation has shown that that vocation in which all other vocations have their root, namely, the care of the home, has been overlooked in the modern system of education. In order that the industrial life of the community may be vigorous and progressive, the housekeepers need to be instructed in the laws of sanitation, in the purchase, preparation and care of food, and in the care of children, that the home may be a home, and not merely a house."

EXTRACT FROM AN ADDRESS BEFORE THE COMMISSION ON INDUSTRIAL AND TECHNICAL EDUCATION.

By Sir Wm. Mather, M. P., Manchester, Eng.

"I want to make a proviso in relation to what we call industrial education. We do not call it trade education; we call it industrial education. We have set ourselves from the first against the idea of teaching any trade to the perfection necessary to enable a young fellow to go to any employer of labor, and say: "I am a cotton spinner," "I am a weaver," or "I am so and so," and ask for certain wages, etc. That we have set our faces against from the very first. We say it is not a sound policy, and we think it will not bring up a skilful industrial population. Our limit is to instruct by the actual work and the actual processes required in *all* manufacturing; to instruct the young boy or girl to the stage at which they will be enabled to understand why everything is done, and what is the best way of doing everything, to make such and such articles, by such and such processes. That is, you teach the science of production, and the methods of its application.

"We give sufficient practice with real tools, and real processes, to enable us to say to employers of labor and trade unions through the country: 'We are fitting the children of the working classes to become far more intelligent men, to be able to enter into your employments, and to lift up your employments by their knowledge to a higher stage, to understand more perfect work, to produce more beautiful things, by scientific methods instead of by rule of thumb; that is, to use the smallest amount of material, to get at the most perfect results, to combine taste with the perfection of workmanship, to appreciate the perfection of workmanship, and accuracy, the perfect fitting of things, the interchangeability of parts, etc.'

"The science and methods of trade are taught in these schools, and we tell the trade unions: 'We are your helpers; we are seeking to perpetuate your trades for you in England; we are increasing efficiency. If the community does not spend money in this way, your trade will gradually go down, and you will open the doors of Great Britain,—not because we have free trade,—but you will open the doors of Great Britain to the rest of the world to send stuff to us because it is so much more perfect; because it is adapted to the wants of the age; because they change their methods from year to year, owing to their knowledge of the sciences employed in these industries. You keep at the old-fashioned processes until somebody comes and pushes you out of the trade, and then you look around to see why you did not succeed in competition with other nations; like the Bradford people when the Crefeld people pushed them out. How is it that our great reputation in former years for English goods passed away in some degree from us? How is it that the merchants of America, when they wanted goods not made there, ceased to buy in Bradford, and went to Crefeld?' "

EXTRACT FROM THE REPORT OF THE COMMISSION ON INDUSTRIAL EDUCATION (1907).

"The present commission has entered on its duty without fixed notions as to the form which industrial education should take throughout the State, and is taking pains to develop such schemes of industrial education as precise local needs and conditions call for. Yet certain broad principles seem to the commission to be essential to the development of any sound system for equipping a higher type of new recruits for the industries of the State, and adequately educating the whole new generation for actual life. The present commission finds itself in substantial accord with the conclusions reached by the preliminary commission. But it has worked out for its own guidance, as a result of previous personal acquaintance with the subject from various points of view, as well as from the observations and discussions of the past six months, a provisional platform, as follows:

"The progressive development of all high grade industries requires skilled workmen possessing 'industrial intelligence,' that is, comprehensive insight into and intelligent interest in their several trades, as well as skill.

"The present conditions of production are usually unfavorable to the training of such workmen in the shop or factory, and sometimes render such training impossible.

"All industries, whatever their grade, need more men than are now obtainable, who are capable of acting as foremen, superintendents, or managers,—men possessing the comprehensive insight, interest, and skill necessary for the organization and direction of a department or a shop.

"In general, such men, whether workers, foremen, or superintendents, are now developed only by chance, and they are then only self-made men, possessing the merits but also the shortcomings of their training.

"Meanwhile, boys (and girls) are not only not directed toward the trades in our existing schools, but are actually often directed away from them by the bookish education of those schools, and their purely academic traditions. The public schools are doing their work today better than they have ever done it. This statement is made on evidence and is not merely an opinion. But both on account of the youth of the children up to the end of the grammar school period, and because of the general education which those schools exist to supply, it is only natural that they should not have concerned themselves with the development of a vocational purpose, nor with the training which points toward the realization of that purpose. Up to the age of fourteen, the whole of a pupil's time is required for the general education on which his vocational training should be based.

"The high school pupils have entered on a longer career of general education, and in most cases look forward to a business career, or to further study in some higher institution for a profession. The academic high schools, accordingly, even when they comprise so-called commercial courses, or courses in manual training, are not vocational schools. They are schools for general education, and like the elementary schools are doing their work better than they have ever done it. They do not, however, aim to supply the specific education required for a particular calling.

"In every democratic society the schools provided by the public should meet the needs of all classes,—those who are not going to college as well as those who are. The existing public high schools serve to give a general education to those pupils whose training must cease on graduation, and at the same time they offer preparation for admission to college or some higher technical school. The manual training high schools,—or so-called technical high schools,—were intended originally to train recruits for the trades, but they have not done so. They are institutions for general education like the academic high schools, but unlike them serve to give a certain class of pupils a general high school education with the help of manual training, or like them to prepare their pupils for higher training in some college or engineering school.

"Boys are not wanted in most of the skilled industries until they are sixteen years of age. The total result is a great number of boys and girls from fourteen to sixteen years of age, most of whom are at work in various kinds of juvenile occupations in which they learn no trade, are subject to little, if any, beneficial general education, and often to much harmful education from shifting experience and environment. Large numbers of these children would be in school if the school promised preparation for some life pursuit. These years are of little economic value to such children, and there is little increase in the economic value of most of them as time goes on. Hence, these are at present wasted years—lost to the children because of a lack of economic growth and to the industries because the children are not fitted to satisfy the demand for trained workers by the time they are old enough to be employed in the trades.

"These years, and the subsequent years, are, however, valuable for industrial education; but there is at present no agency whereby this education is provided save here and there, to a limited extent only, and then chiefly by philanthropy.

"Hence, the need of industrial schools to supplement the existing school system, and to meet a new educational need which has developed with the evolution of our industries and commerce. Such schools would receive pupils fourteen or fifteen years of age who declare their intention to learn a trade; and would, therefore, be parallel to the existing public high schools, but independent of them.

"Such schools must be established as independent schools because the motive, or end, for which they exist, namely, *vocational training* as contrasted with *general training,* determines the value of the instruction in every detail. In order to keep such schools in close touch with the trades and with agriculture, there should be local advisory boards including representatives of the industries concerned, employers and employees.

"The commission believes that such schools should offer four years of training, as described below, for pupils fourteen or fifteen years of age on admission; but it believes also that such schools will be developed gradually. Pupils who could take only a partial course in the proposed schools would be all the better apprentices for their school training, however brief it might be."

"AS ONE HAVING AUTHORITY"—ON INDUSTRIAL CONDITIONS.

"But emphasis is to be laid upon the fact that things are not accomplishing themselves. When we study at all carefully the history of the last century, we shall see that every step forward has been the result of an immense amount of hard work and self-sacrifice. It would seem, moreover, that our present society rests upon an increasingly secure basis in proportion as improvement takes place. If we let things alone, we shall have an evolution much like that which the great socialists, Marx and Engels, predicted, an evolution going from bad to worse, until we approach a great catastrophe. But the fact is, that there is no prospect of our letting things alone. We are trying, we must increasingly try,—by intelligent and conscious effort,—to guide the course of society."—*Richard T. Ely.*

"We are having our industrial, social and political struggles. They are all evolutionary in their character and not questions, as I have intimated of inauguration. Out of the industrial struggle there is growing what the late Henry D. Lloyd called a new political economy which looks first 'to the care and the culture of men.' In this lies what Drummond called 'other selfishness.' In it is to be found the hope of the future and that religion which shall hold in its power the church, industry, commerce, and the whole social fabric, and if religion does not hold these things, the hope is small indeed. Hope is infinite, but our knowledge is infinitesimal, so we must broaden our knowledge to meet the range of our hope.

"We must recognize the struggle in all its phases as inspiration itself, and that with every new development we find confronting us the great wall of human elements. Whoever therefore aids the struggle, to soften, to reduce its asperities in all rational ways, is the friend of humanity. We must recognize further that with the adjustment of old problems with old conditions new ones grow, as did Vico's republic, and that the new conditions or problems have enlisted our sympathy and our efforts and those of the past the efforts of our ancestors everywhere.

"We must not be pessimistic. We must recognize the intelligence that is coming to the workers, the hewers of wood and the drawers of water, and that with intelligence and its increase there must be new problems, there must be new demands, or civilization retrogrades.

"So with these things, with a new application of religion, with a new political economy, with 'other selfishness,' we are in a position to meet broadly and on the highest plane all the industrial and social problems of the future."—***Carroll D. Wright.***

"Mrs. Humphrey Ward once wrote a description of Yorkshire and Lancashire in the early days of the Nineteenth Century when child labor was unchecked and the working people suffered from all the ills of long hours and unsanitary conditions which marked the early factory system in England. At the end of the gloomy description she asked: 'What has saved the factory worker and miner? What is it that has . . . brought back happiness to life and dignity to labor? Nothing but the setting up and maintenance of a common rule of life and labor, on the one side by Factory Law, and on the other by Trade Unionism. No individual bargaining, no casual philanthropy could have done it. The community for its own sake came to the aid of the workers by which it lived. Bit by bit it has built up the great code of law by which the child, the young person and the woman are protected from their own weakness and necessity. And in the footsteps of this law have sprung up perpetually regeneration for the workers, profit for the employer, wealth for the nation.'

"But in the law, as it stands, there are gaps to be filled up . . . in that great body of realized legislation which in the course of a hundred years has transformed our manufacturing life. We need to draw courage and admonition for the future, and to find in it the ever fresh and unfaltering application of a common rule for decent life and tolerable labor to the trades still outside of its discipline. Not to be afraid of law; not to misuse the name of liberty; not to ignore the plain lessons of the past; not to suffer amongst us abuses which, as our industrial history shows us, we can avoid if we will."—*Jane Addams.*

"It is generally supposed that the modern system of industry is peculiarly productive of the contests of labor and capital, or rather the conflicts between laborers and their employers; yet a careful study of history reveals the fact that, considering the difference in conditions, and in some respects the causes underlying modern controversies, they find their root in the far past. There have been centuries that have been quite free from labor conflicts, but the struggle of the wage earner in our time to secure something which he deems important to his life, springs from the same aspiration that inspired the workers of antiquity, and the ages between antiquity and the present time."—*Carroll D. Wright.*

"One of the most difficult ethical tasks which society has, is to deepen the feeling of ethical obligation on the part of these who control private corporations in their relations to the general public." *Richard T. Ely.*

"When we ask why it is that child-labor has been given to us to discuss and rectify, rather than to the people who lived before us, we need only to remember that, for the first time in industrial history, the labor of a little child has become in many industries as valuable as that of a man or woman. The old-fashioned weaver was obliged to possess skill and strength to pull his beam back and forth. It is only through the elaborated inventions of our own age that skill as well as strength has been so largely eliminated that, for example, a little child may "tend the thread" in a textile mill almost as well as an adult. This is true of so many industries that the temptation to exploit premature labor has become peculiar to this industrial epoch and we are tempted as never before to use the labor of little children."—*Jane Addams.*

"There is now a form of collectivism, practical, businesslike, humane, and moral, which bids fair to accomplish more in the avoidance of strikes, and in the treatment of strikes after they occur, than any other work which has been suggested; that is what is now known as collective bargaining, a new force comparatively, but one which expresses the most important principles of industrial management. Let us see what it is.

"A thousand men, we will say, decided to go into the business of cotton manufacturing, and they subscribe their money toward the stock of the corporation. The stockholders meet for organization. They immediately see that they cannot conduct the business; the body is too large, a thousand men cannot attend to the innumerable details of the business transactions, so they choose a committee of twelve men, it may be, to represent them, to conduct the affairs of the cotton factory. The twelve men, who are commonly called directors, organize, and they find that they are too numerous to attend to the daily affairs and details of the business, even though they can meet often, as the stockholders cannot; so they choose a manager. The manager therefore is the man who conducts the ordinary business affairs of the concern, he represents the directors and is responsible and acountable to them; the directors are responsible and accountable to the stockholders. Every time this manager hires a man, or buys goods, materials or what-not necessary for the conduct of the business, he indulges in collective bargaining; that is, he bargains or trades for the collection of individuals.

"A factory cannot run, however, without a thousand operatives. The thousand operatives after a while think it is for their interest to organize a union and they have an executive committee. Trouble arises, or the organization thinks there should be some change in the rules of work, or an increase of wages, or a reduction of hours, or something else which seems to them of importance, and they delegate a committee to wait upon the manager for a consultation. The manager says: 'I cannot deal with you as a committee of our employees; I must deal with our employees individually.' In other words he, the crystallized representative of collective bargaining himself refuses to bargain collectively with his employees. Now, a case has been known where the committee, refused a conference as stated, has afterwards been called upon by the manager to adjust the affairs of the factory, and the committee has replied, 'No, Mr. Manager, we cannot deal with you; we will deal with the stockholders individually.' This answer is just as logical and just as ethical as the statement of the manager; both parties were unreasonable, illogical and unethical. Each should have dealt with the other as representing the constituency behind them."—*Carroll D. Wright*

"If we have restriction upon liberty called 2a, we have in the case of wise social action an increment of liberty which is certainly 2a plus something else. The employer may not hire the services of little children, and his liberty to do so is restricted; but the liberty of the children is increased. They are freed from toil, and when provision is made for their wise education and upbringing, their powers are increased, and they have many fold the liberty to employ themselves in the service of their fellows for their own benefit."—***Richard T. Ely.***

"In the census of 1900, the section on 'Occupations' shows very clearly in what direction the employment of women has been tending during the last twenty years. Two striking facts stand out vividly: first, the increase in the percentage of workingwomen over the percentage of men, and second, the large percentage of young women between sixteen and twenty years old in the total number of workingwomen as compared with the small percentage of young men of the same ages in the total number of workingmen. Practically one-half of the workingwomen in the United States are girls—young women under the age of twenty-five years. This increase in the number of young girls in industry is the more striking when taken in connection with the fact that industries of today differ most markedly from those of the past in the relentless speed which they require. This increase in speed is as marked in the depths of sweat-shop labor as in the most advanced New England mills, where the eight looms operated by each worker have increased to twelve, fourteen, and even sixteen looms. This speed, of course, brings a new strain into industry and tends inevitably to nervous exhaustion. Machines may be revolved more and more swiftly, but the girl workers have no increase in vitality responding to the heightened pressure. An ampler and more far-reaching protection than now exists, is needed in order to care for the health and safety of women in industry. Their youth, their helplessness, their increasing numbers, the conditions under which they are employed, all call for uniform and enforceable statutes. The elaborate regulations of dangerous trades, enacted in England and on the Continent for both adults and children, find no parallel in the United States. The injurious effects of employments involving the use of poisons, acids, gases, atmospheric extremes, and other dangerous processes, still await adequate investigation and legislation in this country.

"How shall this take place, save by the concerted efforts of the women themselves, those who are employed, and those other women who are intelligent as to the workers' needs and who possess a conscience in regard to industrial affairs?"—*Jane Addams.*

"Workingmen are engaged in a desperate struggle to maintain a standard of wages against the constant arrival of unskilled immigrants at the rate of three-quarters of a million in a year, at the very period when the elaboration of machinery permits the largest use of unskilled men.

"It may be owing to the fact that the workingman is brought into direct contact with the situation as a desperate problem of a living wage against starvation; it may be that wisdom is at her old trick of residing in the hearts of the simple, or that this new idealism, which is that of reasonable life and labor, must, from the very nature of things, proceed from those who labor; or possibly it may be because amelioration arises whence it is so sorely needed; but certainly it is true, that, while the rest of the country talks of assimilation as if it were a huge digestive apparatus, the man with whom the immigrant has come most sharply into competition, has been forced into fraternal relations with him."—*Jane Addams.*

"The action of a trade-union in its endeavor to secure favorable relations is private social action; a statute determining the length of a working day is public action; and both alike aim, successfully or unsuccessfully, as the case may be, to promote liberty."—*Richard T. Ely.*

"We must recognize the principles of that old fable which covers the whole question of strikes, or of the relation of employer and employee.

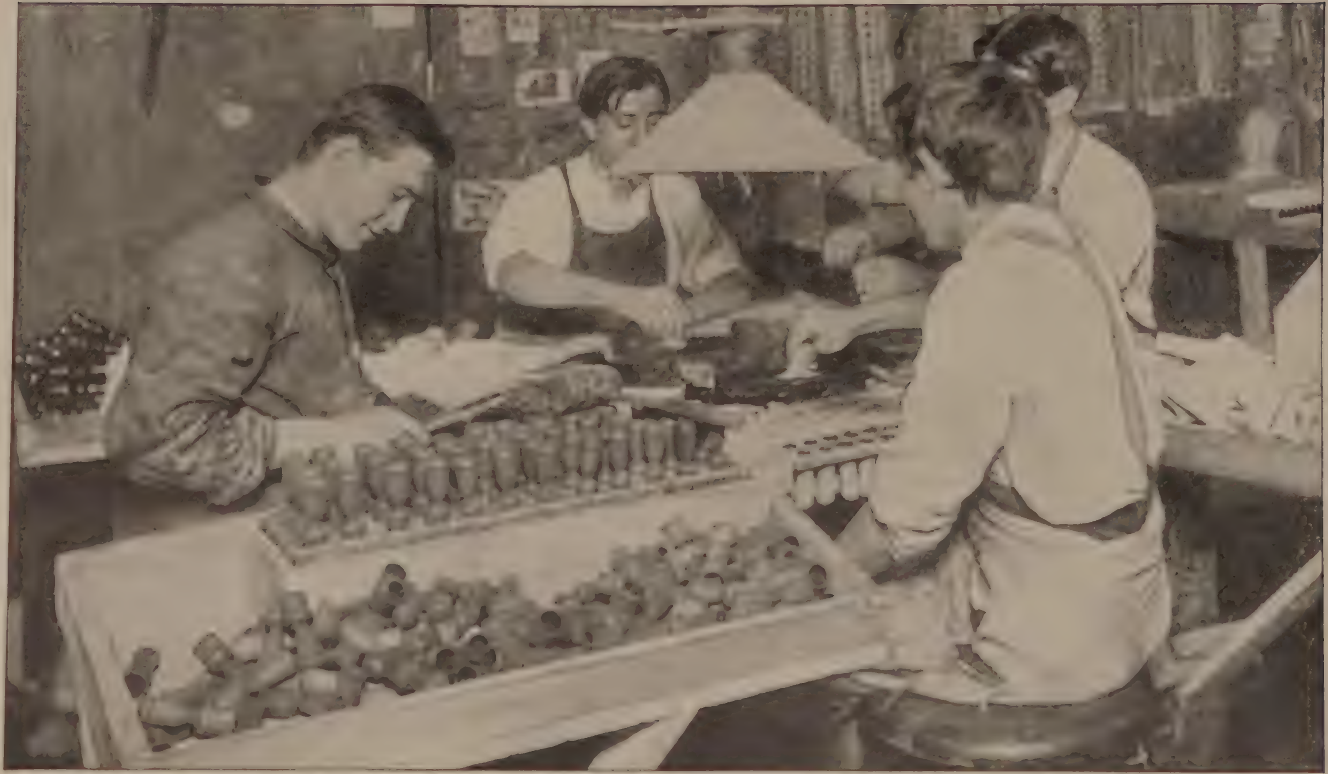
"'Once upon a time the other members of the body conspired against the stomach; they declared that they had all the work to do, while the stomach lay quietly in the middle of the body and enjoyed, without any labor, everything they brought to it. So they all quit work and determined to starve the stomach into submission. But soon they discovered that while they were starving the stomach, they too were being starved, and that the whole body was wasting away.'

"This old fable sums up the whole matter. The relations of employers and employees are not identical, as the economists describe them, but they are reciprocal, and being reciprocal, we must recognize the principles of that old fable when discussing the question of strikes."—*Carroll D. Wright.*

"Education is one of the lines along which modern society works to secure liberty. It cultivates and enlightens the mind, frees it from enslaving superstition; and where it is *industrial*, it cultivates economic powers and aids us in adjusting ourselves in the relations of complex economic society."—*Richard T. Ely.*

"At a conference held at Lake Placid by employers of household labor, it was contended that future historical review may show that the girls who are today in domestic service are the really progressive women of the age; that they are those who are fighting conditions which limit their freedom, and although they are doing it blindly, at least they are demanding avenues of self-expression outside their work; and that this struggle from conditions detrimental to their highest life is the ever-recurring story of the emancipation of first one class and then another. It was further contended that in this effort to become sufficiently educated to be able to understand the needs of an educated employer from an independent standpoint, they are really doing the community a great service, and did they but receive co-operation instead of opposition, domestic service would lose its social ostracism and attract a more intelligent class of women. And yet this effort, perfectly reasonable from the standpoint of historic development and democratic tradition, receives little help from the employing housekeepers, because they know nothing of industrial development."—*Jane Addams.*

"Whatever promotes the interests of any one of the great and numerous classes in society, either in matters physical, mental, moral, or spiritual, advances the interests of every other class. 'We are members one of another,' and 'the eye cannot say unto the hand, I have no need of thee; nor again the head to the feet, I have no need of you; . . . and whether one member suffers, all the members suffer with it; or one member be honored all the members rejoice with it.' The Apostle Paul gives in these words an expression to a deep principle of modern industrial society, the principle of social solidarity."—*Richard T. Ely.*



Brush Making.

Dipping bristles into hot pitch. Smoke from the pitch is drawn by exhaust draft into overhead pipe.

JORDAN MARSH CO.

BOSTON, MASS.

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All the order work in our own workrooms complies with the regulations of the Consumer's League and we are authorized to use their label — insuring sanitary conditions.

In our retail departments will be found ample stocks of under garments, etc., bearing the label of the League.

CHANDLER & CO.

151 Tremont Street.

⁂

EXCLUSIVE STYLES IN

MILLINERY SUITS COATS COSTUMES
GLOVES SKIRTS WAISTS ROBES
FANCY HOSIERY LACES MUSLIN UNDERWEAR
VEILINGS NECKWEAR FRENCH LINGERIE

SHEPARD NORWELL COMPANY were one of the earliest concerns in Massachusetts, and in fact America to endorse the Consumer's League label. To them belongs very much credit for pushing the movement. It was not only endorsed by them, but through their influence the Hathaway Mfg Co., of Waterville, Me., were one of the earliest factories in America to use it on their goods for this firm. We are very apt to forget when the ball gets moving the pioneers who assisted in the start. To them belongs a great deal of credit, and while all cannot be leaders, to those people who have generously followed in the movement because it was good and for the benefit of the working classes great praise is due.

We Protect Our Patrons

SO far as lies in our power against all manner of "sweat-shop" garments. We endeavor to secure the highest possible sanitary conditions connected with the manufacture of all lines of merchandise, particularly men's, women's and children's underwear and toilet articles. Our instructions to our buyers are explicit—to patronize only those manufacturers who are known to operate clean, bright, sanitary factories.

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ORIENT SPRAY

IT HAS MERIT

It is a Dust Layer, Germ and Bug Destroyer and Disinfectant Second to none.

Ask your dealer or send to us.

ORIENT MFG. CO.,

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THE BUSIEST CORNER ON BOSTON'S BUSIEST STREET

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High Grade, Dependable Merchandise

AT UNIFORMLY RIGHT PRICES.

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Card of Thanks...

WE take great pleasure in extending to the National Consumers League our sincere thanks for the manner in which they have purified the making of all garments which today come under their own personal supervision, as we believe that your Association is not only doing a world of good to its surrounding associates, but is deserving of first recognition from the buying public whose health it at all time has in mind.

GILCHRIST COMPANY

CONRAD & CO.

25 to 29 WINTER STREET

RETAILERS OF

Women's, Misses and Children's

Ready-to-wear Apparel

Boston's Most
Magnificent Specialty
Store

MERCHANDISE

must be clean, well-finished, and made under healthful conditions to find a place in our stock.

IT PAYS TO BUY AT
Murphy's

South Boston's Leading Store

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TIMOTHY SMITH CO.

2267-2281 WASHINGTON STREET

FOR GOODS WITH THE

Consumers' League Ticket.

COSTUMES — FABRICS

New importations of embroidered and printed Dress Cottons, Tyrian and hand-printed China Silks, embroidered and plain grass linens and India Decca Muslins.

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373 BOYLSTON STREET

Agents . . . LIBERTY & CO. . . . LONDON

FALVEY BROS. CO.

FALVEY BUILDING

Broadway and F Street,
SOUTH BOSTON.

ASK YOUR RETAILER FOR

Forest Mills
TRADE MARK.

AND

"Gordon Dye"
TRADE MARK

These are Goods of TRUE MERIT.

BROWN DURRELL CO.

KNOWN AND WORN
IN EVERY NEW ENGLAND HOME

C-M-C HOSE SUPPORTERS
"THE KIND THAT CLASP"
FOR WOMEN AND CHILDREN.
WILL NOT TEAR THE STOCKING.

"HOOT MON!" C-M-C GARTERS
THE STANDARD FOR MEN.
FEEL EASY — YOU FORGET YOU HAVE THEM ON.

THE CLARK M'FG. CO.
246 SUMMER ST.,
BOSTON.

TELEPHONE
4070 MAIN.

Compliments of

T. D. WHITNEY & CO.

Compliments of

C. F. HOVEY & CO.

RUBDRY

TRADE MARK REGISTERED US PAT OFFICE

BATH TOWEL

THE ONLY TOWEL WORTH A NAME.

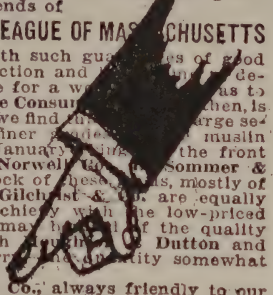
HARRY W. SMITH, PRESIDENT. WORCESTER, MASS.

MADE UNDER CLEAN AND HEALTHFUL CONDITIONS
OFFICIAL LABEL NATIONAL CONSUMERS' LEAGUE REGISTERED NOV 1899
USE OF LABEL AUTHORIZED AFTER INVESTIGATION
LICENSE NO. 16

THE Advertisements of the January "White Sales" are abroad in the land. Many of them enlarge upon the healthfulness of the workshops and the workers—taking their cue perhaps from us—where the advertised goods are made. But friends of

THE CONSUMERS' LEAGUE OF MASSACHUSETTS

are not satisfied with such gua[illegible]es of good conditions of production and [illegible] depend on the League for a w[illegible]as to their purchases. The Consu[illegible]then, is glad to report that we find [illegible]arge selection, including finer [illegible] muslin underwear which January [illegible] the front with the **Shepard-Norwell** [illegible] Sommer & Co. have a good stock of these [illegible], mostly of the finer grades. **Gilchrist & Co.** are equally well supplied, but chiefly with the low-priced goods. The same ma[illegible]f the quality of the goods which [illegible] Dutton and **L. Starr & Co.** carr[illegible]tity somewhat less.



Wm. Filene Sons Co., always friendly to our movement, are displaying more goods than usual which carry the label. **The Jordan Marsh Co.** and the **R. H. White Co.** offer respectively a fair selection and a small selection of labelled goods. **C. F. Hovey** as usual make a point of their "own make," which has long carried the label and old habitués of their store will not care to look further.

The names in the above list represent only the stores in the narrow limits of the shopping district of Boston proper. Others located in Greater Boston will be mentioned in subsequent notices, but if friends of the League make and keep a New Year's resolution to ask for the label and accept no substitute it will soon be impossible to list all the stores which will be open to Consumers' League shoppers.

THE "APPROVED"

Combination Water Gauge
AND
Automatic Safety Valves

THEY make Boilers more safe, and *prevent accidents* to Engineers and Firemen from *flying glass* when a gauge glass explodes; also danger from *scalding water and steam*, and where used a *false water level* is impossible. **No Steam Boiler Complete without Them.** Shall we send you our Catalog containing Cuts, Price List, etc.

The Northern Specialty Co.

63 and 65 COLUMBIA STREET
UTICA, N. Y., U. S. A.

ASK YOUR DEALER FOR
AND INSIST ON HAVING THE GENUINE

Velvet Grip

Sample Pair, Mercerized 25c. Silk 50c. Mailed on Receipt of Price.

CUSHION BUTTON

HOSE SUPPORTER

EVERY PAIR WARRANTED

OVER TWO HUNDRED STYLES WORN ALL OVER THE WORLD

LOOK FOR THE NAME AND THE MOULDED RUBBER BUTTON

GEORGE FROST CO., MAKERS, BOSTON, MASS., U.S.A.

MADE UNDER CLEAN AND HEALTHFUL CONDITIONS
OFFICIAL LABEL NATIONAL CONSUMERS' LEAGUE REGISTERED NOV 1899
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THE IMPROVED

Boston Garter

WORN ALL OVER THE WORLD

REFUSE ALL SUBSTITUTES OFFERED YOU

The Name is stamped on every loop—

The Velvet Grip CUSHION BUTTON CLASP

LIES FLAT TO THE LEG—NEVER SLIPS, TEARS NOR UNFASTENS

Sample pair, Silk 50c., Cotton 25c. Mailed on receipt of price.

GEO. FROST CO., Makers Boston, Mass., U. S. A.

EVERY PAIR WARRANTED

ALWAYS EASY

MADE UNDER CLEAN AND HEALTHFUL CONDITIONS
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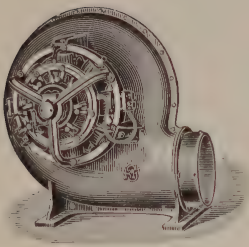
STURTEVANT

Ventilating Systems



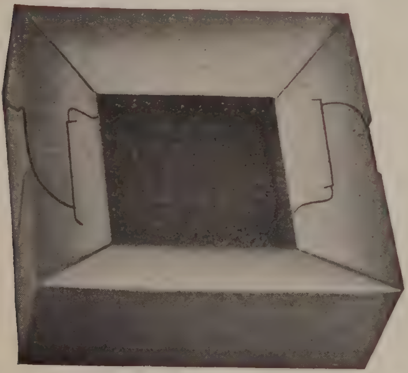
POSITIVELY MAINTAIN A PURE, HEALTHY ATMOSPHERE, and ABSOLUTELY REMOVE OBJECTIONABLE DUST, GASES, SMOKE, ODORS, MOISTURE, Etc.

B. F. STURTEVANT CO. . . . . Boston, Mass.

General Offices and Works, HYDE PARK, MASS.

NEW YORK PHILADELPHIA CHICAGO CINCINNATI LONDON

Designers and Builders of Heating, Ventilating, Drying and Mechanical Draft Apparatus; Fan Blowers and Exhausters, Rotary Blowers and Exhausters; Steam Engines, Electric Motors and Generating Sets; Pneumatic Separators, Fuel Economizers, Forges, Exhaust Heads, Steam Traps, etc. 626



Absolute Safety!
Entirely burned after use.

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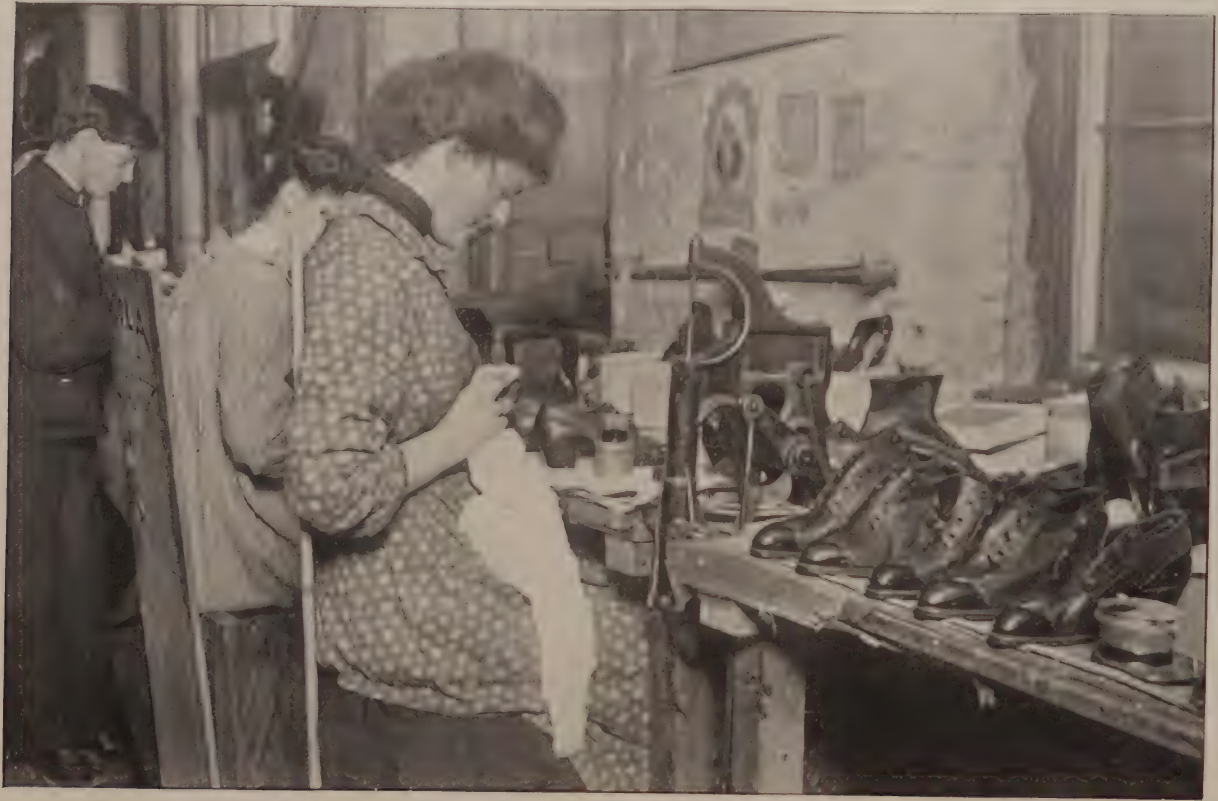

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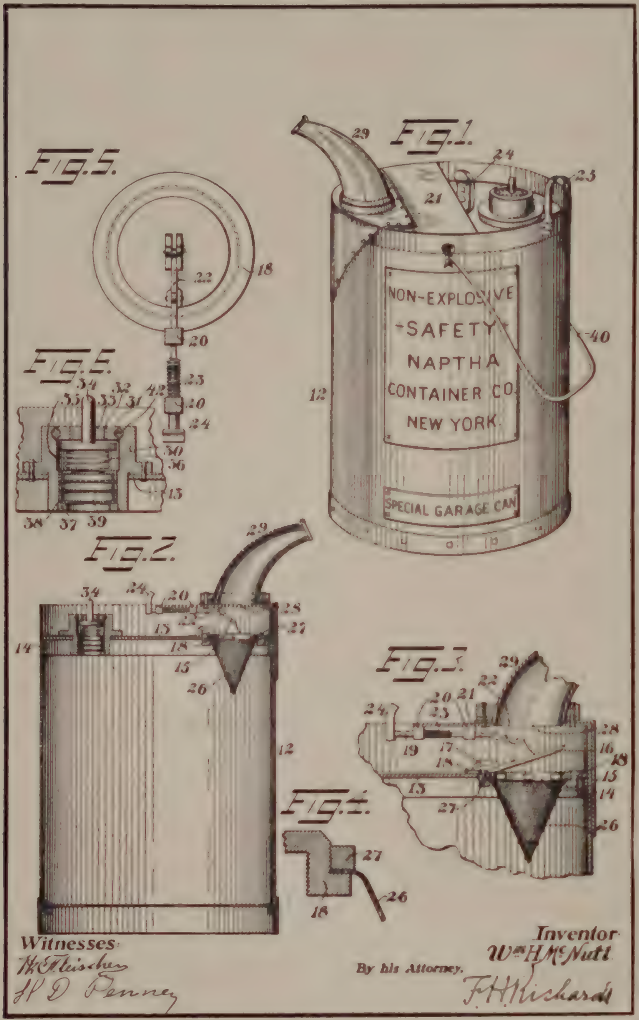

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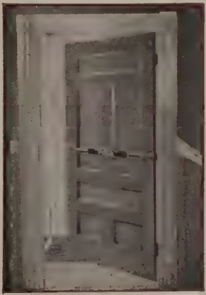

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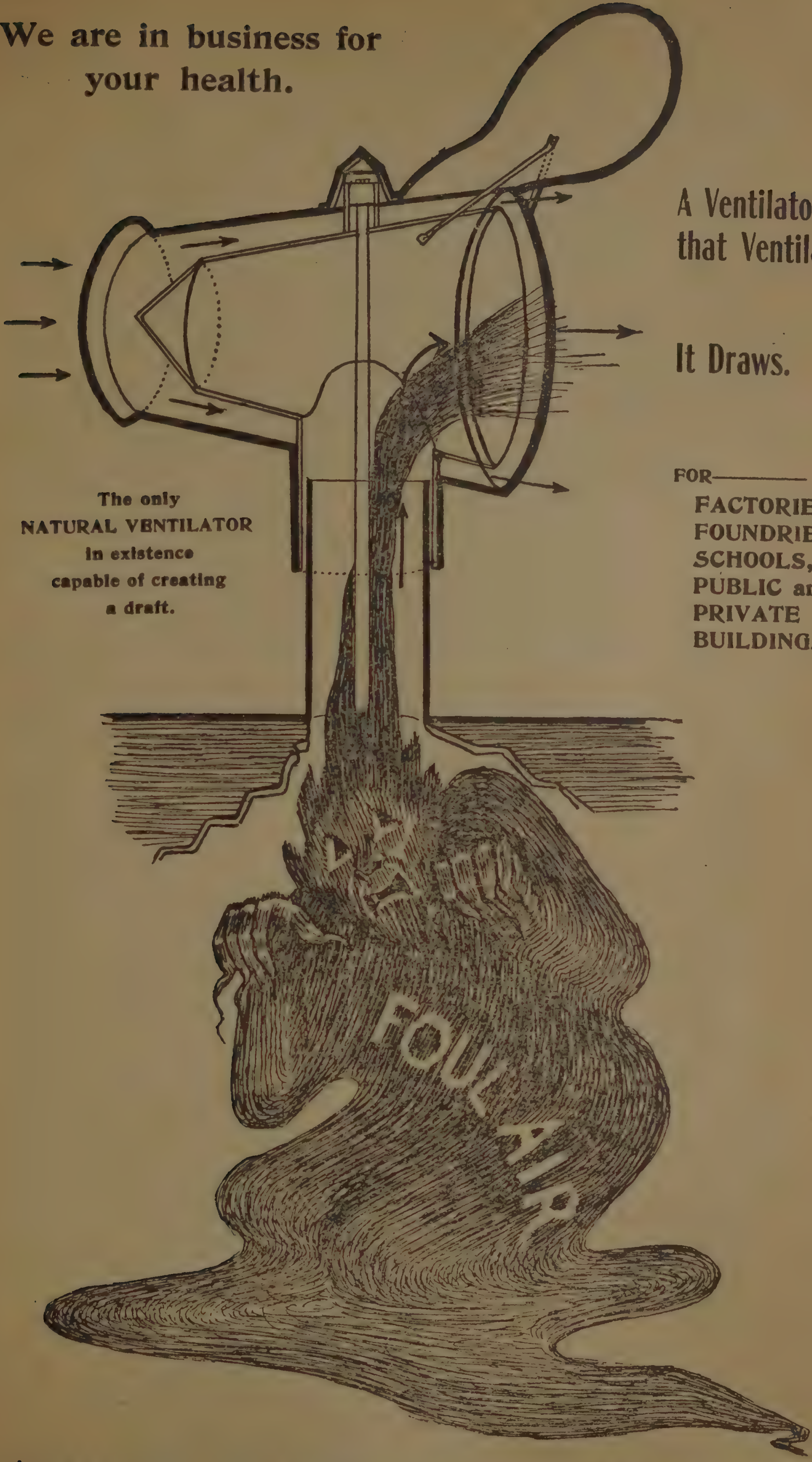

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Industrial Bulletin

Published at Horticultural Hall, in the Interest of the Exhibit of Industrial Conditions in Relation to Public Health, Safety and Welfare

Boston, Thursday, April 11, 1907

HON. CURTIS GUILD, JR.

Industrial Bulletin
PUBLISHED AT THE
Exhibit of Industrial Conditions
HORTICULTURAL HALL

ALLIED PRINTING TRADES UNION LABEL COUNCIL BOSTON MASS

THURSDAY, APRIL 11, 1907

A TRIUMPHANT EXHIBIT

SUNDAY

HORTICULTURAL HALL was the scene of an auspicious event Sunday evening, when the first Exhibit of Industrial Conditions in Relation to Public Health, Safety and Welfare was formally opened. The preliminary exercises were held in the auditorium and the hall was taxed to its utmost capacity, with standing room at a premium.

The character of the audience, too, indicated the hold the industrial classes have gained with the serious-minded men and women of official, professional, business and social conditions.

The proceedings were opened by James Duncan, vice-president of the American Federation of Labor, who incidentally called attention to the part that organized labor has taken in improving industrial conditions throughout the country, and thus contributing to better general health and greater comfort and happiness among the laboring population, and all the members of their families in the last 20 years. He declared that statistics show that owing to such improvements as the cigar-makers' union has brought about in 22 years, the average life of the cigar-maker has been lengthened five years, and of his wife six years.

Gov. Guild in a happy vein declared the Exhibit to be an object lesson. Incidentally, he reviewed some of the great reform movements adopted in the past by this commonwealth in the line of preserving the lives and the health of the workers in shops or factories.

To the State Board of Health, which has a graphic and interesting exhibit in the present exposition, the governor paid a particularly high tribute for its past accomplishments, especially in the line of purifying water supplies and foods. He declared that Massachusetts has been the pioneer in all matters relating to pure water and to hygienic sewage, and that the whole world is constantly appealing to the State Board of Health for information on those subjects.

He also spoke of the great beneficence of that board in distributing antitoxin for diphtheria, saying that last year the amount supplied for the treatment of the sick would have cost $200,000 in the pharmacies. It cost the state $10,000, but was supplied free, and undoubtedly saved the lives of many poor people's children.

Among other progressive legislative enactments adopted here, the governor cited those prohibiting child labor, regulating the employment of women, and prohibiting night work for them; providing medical inspection for school pupils, supplying the teachers with manuals for medical inspection, giving truant officers the power to take children under age from any shop or factory where they may be employed and send them back to school where they belong, punishing by imprisonment any employer of children who falsifies their ages.

He spoke hopefully of getting legislation this year providing for inspection of the health of youth in factories, in order that the weak and partially deformed may not be allowed to do work that will cripple them for life or carry them to early graves.

He hoped to see Massachusetts continue in advance of the other states, in a community in which the people may most truly enjoy the rights promised them by the constitution—life, liberty and the pursuit of happiness.

While some distance from Boston, Mayor Fitzgerald got a tire punctured, which prevented him from reaching Horticultural hall in time to speak, though he furnished an efficient substitute in Arthur M. Dolan who made a brief but striking presentation of Boston's place in the lead in the matter of providing healthful conditions for the poorer workers.

John Graham Brooks asserted that the present industrial exhibition is one of a type that in real educational power is to be ranked only second to that of a university. He related a number of experiences to show the great power of practical illustration in bringing about reforms that could not be got in years by mere argument. He said good roads were introduced on Cape Cod after argument had failed, by merely building a short section of good road, which began and ended in soft sand. After the inhabitants had an opportunity to test the new they wanted no more of the old.

He declared that such practical exhibitions as the present one is going to clear a lot of rubbish out of the minds of well-intentioned people, who are ordinarily supposed to be fairly intelligent, and they are going to raise the educational standard of efficiency and of domestic science, and democratize education.

John F. Tobin, president of the Boot and Shoe Workers' International Union, was the last speaker. He congratulated the members of the Women's Trade Union League who conceived the idea of holding such an exhibit on the success attending their efforts.

MONDAY

The subject of the noon conference was "Labor and the Church," the speakers being Dean Hodges of the Episcopal theological school in Cambridge, Robert A. Woods, of the South End House and Henry Sterling, secretary of the Boston Typographical Union.

At the afternoon session the subject was "The Prevention of Tuberculosis in Factories." Charles G. Washburn, vice-chairman of the workshop improvement committee of the New England Civic Federation, presided. After brief remarks he introduced W. A. Viall, manager of the Brown & Sharpe works of Providence. Mr. Viall spoke of the opportunity employers in factories have in preventing the spread of consumption because they can get closer to the people they hire than a physician.

Dr. Frank T. Fulton said conditions in Providence are unique. That city is the only place in the country where so much attention has been paid to the subject of stopping the spread of tuberculosis in factories. A representative committee of thirty has been appointed from the manufacturers to study the problem.

Dr. E. O. Otis, president of the Boston Association of Tuberculosis, declared that a great responsibility and opportunity rested with the employer in preventing the spread of the disease, but the employee also has a part to play. The workers should be taught the importance of usual preventives. But this teaching could not be done so long as bad conditions of living existed, and he advocated better industrial conditions.

At the evening conference Senator Frank G. Wheatley, chairman of the health committee of the legislature, presided.

Senator Wheatley said the legislature had passed 80 specific laws bearing on the health conditions of labor, which he regarded as testimony to the fact that Massachusetts had never been deaf to the appeals of the worker.

Prof. Winslow said the exhibit had above it the note of the future. It stood for co-operation between the employer and the employee in the best interests of the health of the community. The exhibit emphasizes the necessity of preventive measures.

Dr. Gardner F. Swartz, secretary of the Rhode Island board of health, spoke on health conditions.

Thursday Evening Conference.

8. P. M. Industrial Safety.

Dr. Richard C. Cabot will preside.

Prof. C. W. Doten, Massachusetts Institute of Technology.

Henry Abrahams, Secretary Boston Central Labor Union.

Industrial Bulletin

Published at Horticultural Hall, in the Interest of the Exhibit of Industrial Conditions
in Relation to Public Health, Safety and Welfare

BOSTON, SATURDAY, APRIL 13, 1907

NEW IDEA IN EXPOSITIONS

AMERICA was joined by Germany and England in celebrating, by a new kind of exposition, in Philadelphia, Berlin and London, the fiftieth anniversary of the first of the great international expositions. Progress in the industrial arts has been frequently set forth in the world's fairs of the last half century, but the idea of an exhibit of industrial defects was a novel one and the mind and hearts of people jaded by many fairs and expositions were strangely stirred by the showing of sweated industries in Germany and Great Britain and of child labor in the mines and glass factories of Pennsylvania.

We are wont to think here in Massachusetts that we are free from the sores which afflict industrial life in other parts of the world.

We have an honorable record in legislative effort to better the condition of the wage-earner. We have been singularly free from the more violent forms of industrial strife, but these very facts have bred in us a kind of complacency which is in itself a menace. Last fall, encouraged by the reports of the success of these exhibits in other cities, the Massachusetts Women's Trade Union League formed a plan for such an exposition as would show not only some of our social ills, but would point out some of the agencies to which we may look for betterment; the chief among these agencies being the trade unions. Various organizations were invited to participate and as plans matured the exhibit took on a wider scope. The report of the State Board of Health on dangerous trades afforded a worthy basis for a showing of conditions in factories and workshops of the Commonwealth. The great interest awakened by the report of the Commission on Industrial Education was another means of calling attention to the need for the establishment of technical and industrial schools.

The exhibition of safety appliances in New York was incorporated as a part of the scheme.

The exhibit grew under the hand of the committee in charge and at the same time it grew more coherent.

Industrial Bulletin
PUBLISHED AT THE
Exhibit of Industrial Conditions
HORTICULTURAL HALL

ALLIED PRINTING
TRADES UNION COUNCIL
BOSTON MASS

SATURDAY, APRIL 13, 1907

A TRIUMPHANT EXHIBIT

TUESDAY

BOSTON'S weather conditions in no way affected the conference program of the Industrial Exhibit, the program having been carried out with great punctuality.

The conference on the Consumers League was opened by its President, Mrs. Thomas Sherwin, followed by Mr. John Graham Brooks, who refused to let Massachusetts plume herself on her treatment of children, the conditions of child labor here in the North being as bad in their way as the conditions in the South.

Prof. Mary Calkins of Wellesley extolled the principles of the Consumers League.

Miss Edith Howes, who also was announced as one of the speakers, was unfortunately prevented from appearing by the sudden death of her brother.

In the evening the attention of the audience was given to the problem of industrial education, George I. Aldrich, of the Massachusetts State Board of Education, presiding.

Prof. Paul H. Hanus spoke of the change in educational views in the last 25 years. This change, he said, will become more and more marked, and real industrial education will become a fact in the public schools.

Prof. Hanus announced that the commission on industrial education was considering an industrial school which should for a couple of years give a general education and then for another two years give specific factory training.

John Golden, president of the Textile Workers' Union, told of the distrust that is caused by the name "industrial school," because certain of them have turned out utterly worthless material. "Carry this work on really for the boy and girl, and organized labor will be with you," he declared.

WEDNESDAY

The topic for the afternoon conference was "Trade Schools." Mr. Robert A. Woods presided. He said there is great need for industrial training, because Massachusetts is a great industrial state. Industrial training would raise the standard of living among workers and stamp out poverty. Culture would come through industrial training as well as through present so-called cultured subjects.

The next speaker was Mrs. Mary S. Woolman, director Manhattan Trade School for Girls. She told what that school in New York had done to place girls in skilled industries and give them a chance to earn a respectable living wage. She emphasized the need of such training for the great number of tenement house girls who are obliged to drift because they are not taught how to do things. She told of the sympathy and co-operation of the wage earning women of New York to make the difficulties of the little girl who was starting out in life less strenuous than that of others had been. She showed that home training for thousands of girls must be incidental to trade training, because for many years they must be self supporting.

Mr. James P. Moore spoke of the need of training instructors for teaching in public schools.

HERALD OPINION

In an editorial of Friday, the 12th, the BOSTON HERALD said:

No phase of the exhibit of industrial conditions, at Horticultural Hall, is more striking to the observer who has never before considered the problem as a whole than the reciprocal character of reformative efforts by employers, employed and the public. The list of committeemen, though it contains names noted in mill management, in trades unions and in philanthropy, is not more "representative" than are the results shown in the exhibits.

What labor unions have done to obtain higher pay, shorter hours and sanitary conditions is not all. A thousand appliances for arresting disease and preventing accident, as well as devices and departments for promoting health, happiness and morality among the operatives, testify to the voluntary endeavors of factory owners to improve conditions. Restrictive legislation, health laws, provision (both by taxation and by subscription) for industrial education, and the vigilance of consumers' organizations, are the outward tokens of the public impulse to help the movement.

It took more than 1800 years for the teaching of the Nazarene, "Blessed are the merciful," "The workman is worthy of his meat," "Whatsoever ye would that men should do to you, do ye so to them," to touch the conscience of our so-called Christian civilization. Hospitals and alms there were, but the master workman was as cruel, whether by malignity or by neglect, to his journeymen as if no cross-topped spire pointed heavenward in all the world.

What has changed all this at last? Democracy, liberty, opportunity. Under a form of government where "a man's a man" the journeymen were bound to unite for industrial improvement. From many employers living conditions have been wrested by main strength; from many others public opinion, fostered by the efforts and agitation of the unions, has extracted concessions by the force of shame; but the disclosures of science and the white glare of publicity have done as much as the labor unions to quicken the public conscience. The number of employers who willingly and eagerly guard their working people with an intelligent care, requiring no prod, either from the man in the shop or from the man in the street, is growing larger as time goes on.

Whatever destructive effect the "higher criticism" may have wrought upon dogmatic religion in any sect, it has been powerless to retard the diffusion of Christian ethics in their practical application. The industrial exhibit is a museum of applied Christianity.

The Type and Printing Material in the Allied Trades Exhibit was furnished by
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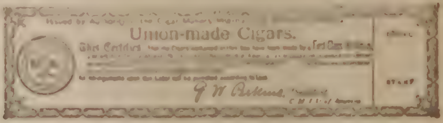
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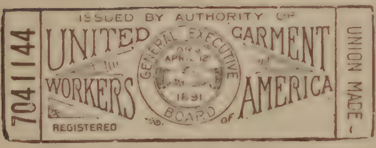

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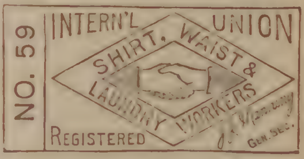

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Industrial Bulletin

Published at Horticultural Hall, in the Interest of the Exhibit of Industrial Conditions
in Relation to Public Health, Safety and Welfare

Boston, Sunday, April 14, 1907

INDUSTRIAL CONDITIONS

HERE is what the Boston Post of Saturday, April 13, said editorially in regard to the exhibit—an estimate which will be endorsed by the thousands who have viewed with amazement the vast collection of industrial data, illustrations, and mechanics pertaining to public health, safety and welfare :

The exhibit of industrial conditions in relation to public health, safety and welfare, which opened in Horticultural Hall last Sunday, has awakened extraordinary interest. This is shown by the attendance — admission is free, for it is an informative and educational exhibition — which throngs the halls and corridors and rooms of the spacious building from the opening at 10 o'clock in the forenoon to 10 o'clock in the evening. And of those who come, intelligent, acute observers, workers and employers of labor, students of social conditions, there are few indeed who fail to find their knowledge increased and their spirit stimulated by what is shown here.

It is a unique exhibit, comprehensive and enlightening, teaching things of which many of our people are ignorant, demonstrating the advance which has been made through reformative effort. and pointing the way to perfection. The details of our great manufacturing industries are shown here ; there are object lessons in the trades presented by actual working ; the contrast between earlier crude conditions and those which exist to-day through the installation of appliances for health and safety are featured. It is an industrial world's fair, and each department attracts and holds fascinated observers.

The beneficent influence and the grand results wrought by trade unions are among the demonstrations most conspicuous ; and this has been enforced in the conferences held in the afternoons and evenings during the week of the exhibition.

This remarkably interesting exhibit closes at 10 o'clock Sunday evening, to the regret of thousands of interested auditors.

Industrial Bulletin
PUBLISHED AT THE
Exhibit of Industrial Conditions
HORTICULTURAL HALL

ALLIED PRINTING TRADES UNION LABEL COUNCIL BOSTON MASS

SUNDAY, APRIL 14, 1907

A TRIUMPHANT EXHIBIT

THURSDAY

AMONG the interesting topics of the week was "Domestic Service — a Belated Industry," at the Thursday afternoon conference.

Miss Caroline S. Atherton presided.

Rev. Edward Cummings, President of the Massachusetts Civic League, gave an interesting address, taking as his theme, "The Place of Domestic Service in Industry."

Miss Francis A. Kellor, General Director of the Inter-Municipal Committee, told how employment offices may increase present difficulties in domestic service, basing her argument upon the results of personal investigation.

Mrs. Johanna von Wagner talked of the living conditions of domestic workers in apartment houses.

The final address was by Mrs. Ellen H. Richards of the Massachusetts Institute of Technology. Her address was devoted to the hope for the future of domestic service.

Dr. Richard C. Cabot presided at the evening conference, when the topic under discussion was "Industrial Safety."

Prof. C. W. Doten, of the Massachusetts Institute of Technology, gave a very interesting address. He dwelt especially upon the varied and serious dangers encountered by industrial workers — especially those in railroad and mining service, and pointed out many accomplished and needed agencies for the betterment of the conditions of this class of industrial workers.

The closing address of the evening was by Henry Abrahams, Secretary of the Boston Central Labor Union.

FRIDAY

The topic for the afternoon conference was "Trade Unions." Dennis D. Driscoll, Secretary-Treasurer of the Massachusetts State Federation of Labor, presided. The principal address was by Miss Gertrude Barnum, Secretary of the National Woman's Trade Union League, and dealt largely with conditions of textile mill operatives. She declared that the trades unions had done much to ameliorate conditions and are better equipped to improve conditions than any other agency.

At the evening conference Judge Warren A. Reed presided, and Pres. John F. Tobin, of the Boot and Shoe Workers Union, outlined the general scheme of organization of the American Federation of Labor, described the experiences of the great body of which he is the head, and praised arbitration as the only intelligent method of settling disputes.

"Industry, education and religion solve the problem of human life when taken together, but, taken apart, they simply make life a tragedy." That was the opening declaration of Dr. Graham Taylor of Chicago at the evening conference, which was devoted to "Industrial Organization."

Dr. Taylor advocated constant effort to raise the standard of living. "Until we translate our religion into something of economic value, it will mean mighty little in an industrial age," was another of his declarations that met with the approval of the audience. Later, he reversed the statement by urging industry to find and apply religion.

SATURDAY

The topic for Saturday afternoon was "Savings Banks and Insurance for Wage-Earners." Hon. Norman H. White, Secretary of the Massachusetts Insurance League, gave a practical talk on savings bank insurance for wage-earners and demonstrated why the present system of life insurance should be changed. In Massachusetts, he said, two people out of every five hold small industrial policies and pay a premium every week. In the last 15 years, life insurance companies in the United States have collected $61,000,000 in premiums and only $30,000,000 has found its way back to the people. He declared that, should savings banks be allowed to issue life insurance policies, they could do it at cost and reduce the premiums more than one-half.

In the evening, W. E. C. Nazro spoke on "The Workingman and His Home." He showed a number of pictures of houses built by English manufacturers for their workmen and urged the necessity of proper housing for men who take such a large part in the world's work. He advocated individual houses wherever practical to build them, condemning those buildings that are built in strings, one exactly like the other. Blocks of houses without proper space around them, he said, are the beginning of slum districts.

In introducing the speaker, Prof. Edwin F. Gay of Harvard condemned mercenary motives in connection with welfare work.

A GOOD THING

We are forced to omit a great many interesting things about the Exhibit, but the following brief statement will atone in part:

Last fall when the idea of an exhibit of industrial conditions first took shape in the minds of members of the Women's Trade Union League it was planned to see two things: conditions in Massachusetts industrial life which must be remedied by legislative action and a more enlightened public opinion; and 2nd the contributions organized labor has made to the higher life of our time. The exhibit of the Women's Trade Union League and that of the committee of the Central Labor Union has the unique distinction of showing the efforts of the person most concerned—the working man himself—to better his condition and so to raise the standard of life in the community. By means of charts and a clear index to them some of these achievements are pointed out.

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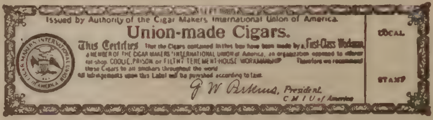

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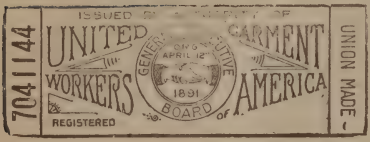

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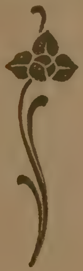

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Oxford-Print, 148 High Street

R. E. SPARRELL
The Sparrell Print, 265 Congress Street

GEORGE W. SIMONDS
C. H. Simonds & Co.

THOMAS TODD, JR.
The Beacon Press, 14 Beacon Street

A. A. STEWART
Instructor

Done at the School of Printing
North End Union, Boston

The School of Printing

THE SCHOOL OF PRINTING was begun as an evening class, in January, 1900, by the North End Union, under the supervision of a board of several leading master printers of Boston. Its pupils have been apprentices and others who were employed in printing offices, to whom the opportunity which the School presented seemed to be the most promising means of obtaining the instruction necessary to give them an intelligent start in learning the trade. It was acknowledged that the modern printing office, with the hurry incidental to sharp competition and the practice of specialization, could not, or did not, provide that training which the apprentice should have in order to enable him to develop into a competent, intelligent workman. Furthermore, the call for better printing, which is increasing year by year, is making larger and more exacting demands for a higher grade of workmanship.

It was believed that a trade school, properly equipped, with a well planned course of instruction and under the personal guidance of a competent instructor, would lay a better foundation for the future workman and do it in a much shorter time than could be accomplished in any other way.

Most of the pupils in the School were sent by the supervisors and other employers and the belief in the value of the School after four years' observation and experience deepened into a conviction that such a School, together with a proper apprenticeship system, is the best and quickest way of giving the training which the exigencies of the trade require.

The amount of time which the evening School could give was found to be so inadequate to the needs that it was decided to open a day School which would follow shop practices, the working time of the School to be the same as that of the shop, that is, nine hours a day, for a period of twelve months.

The purpose of the School, by its instruction is to lay such a foundation in the essentials of good printing that, with subsequent practice and experience, the pupil may become a skilful workman. It aims to give not only acquaintance and practice with the customary printing office materials and tools that will enable him to do his work with facility, but to inculcate efficient and workmanlike methods, careful habits, intelligent planning, and enthusiasm for his work; to broaden his field of observation, and to cultivate an appreciation of the possibilities of his craft. It does not aim to turn out fully fledged journeymen, but to help in the training that will make better printers.

Because of the almost entire lack of any specific agreement between employers and beginners in the printing industry there is no obligation on the part of the employer to properly instruct his so-called "apprentice," nor is there any obligation on the part of such a learner to remain for a specified length of time with an employer who would instruct him. Thus the labor-value of the average boy in a printing-office is a low one, both to his employer and to himself; with the more serious consequences that the employer is deprived of a future efficient employee, and the apprentice is greatly handicapped in his efforts to become a competent workman and command a good salary.

Notwithstanding the great demand for competent workmen and the exceptional opportunities

hich the printing industry now offers, the con-
itions of employment in the average printing
ffice do not encourage bright, ambitious boys,
ossessing the necessary mental and educa-
ional qualities, to enter the trade.

With the view of improving existing condi-
ions, a number of master printers of Boston
nd vicinity sometime ago adopted a new agree-
ient between employer and apprentice, which
inds both parties to perform certain specific
cts. Believing that twelve months' training in
ie School of Printing gives a wage-earning
apacity greater than the usual first two years
f service in the printing office, and desiring
attract the best class of boys to the trade, a
ur-years apprenticeship was adopted, one year
f which is spent in the School, the remaining
iree in the shop, the apprentice entering his
mployer's service at $9.00 per week, with an
icrease each six months as per following table :

APPRENTICESHIP WAGE

irst year in the School			000.00
econd year	26 weeks at	$9.00	$234.00
	26 " "	10.00	260.00
hird year	26 " "	11.00	286.00
	26 " "	12.00	312.00
ourth year	26 " "	14.00	364.00
	26 " "	16.00	416.00

The course of instruction embraces book, job,
id advertising composition, and platen press
ork. Practice in various kinds of straightaway
mposition, from both reprint and manuscript
py, is followed by tabular and miscellaneous
splay work, the make-up of book pages, title
iges, pamphlet covers, booklets, and a variety
the usual commercial forms.

The School of Printing

The School is run entirely in the interest of the pupils and not for the purpose of profit on the work done, even though the expense of the School is much greater than the income. *It does not take orders for printing.* This gives freedom of instruction, elasticity of methods, and thoroughness of work.

The School is supplied with platen presses; also, roman and display types of various styles, leads, brass rules, borders, initial letters, typographic ornaments and the customary furniture, material, and tools of a modern printing office, selected with especial reference to the requirements.

The tuition fee for one year is $100, of which $50 is payable in advance, and $50 payable within six months of entrance.

The Apprenticeship Committee, consisting of five leading employing printers of Boston, examine all applicants for the School. If approved by them, the applicant is sent to some employing printer, who agrees to take the boy into his employ under indenture for four years, one year of which shall be spent in the School, provided the boy is acceptable and that a three months' probation proves his fitness.

Apprentices must be sixteen years of age or over, and are held responsible to their employers for regular attendance and faithful performance of the work in the School.

The School is continuous, and pupils may enter at any time. The hours are identical with those of a regular workshop, from 7.40 A.M. to 5.45 P.M., excepting Saturday afternoon.

Application blanks and further information may be obtained upon application to Samuel F. Hubbard, 20 Parmenter Street, Boston.

Apprenticeship Indenture

[Form of agreement between master printer, pupil-apprentice, and School of Printing]

THIS INDENTURE, made and entered into this *third* day of *October*, one thousand nine hundred and *six*, by and between *Henry G. Brown*, guardian of *Louis H. Brown*, a minor, at the age of *seventeen* years, on the *twelfth day of July*, and the said *Louis H. Brown*, whose consent to the making of this indenture is expressed and testified to by his becoming a party hereto and signing the same, parties of the first part, and *Franklin W. Nelson & Co.*, party of the second part.

WITNESSETH, that said *Henry G. Brown*, guardian of said *Louis H. Brown*, and by and with his consent, as aforesaid, has bound, and by these presents does bind the said *Louis H. Brown*, minor, to said *Franklin W. Nelson & Co.*, as an apprentice to learn the trade of *printing* at the work-rooms and offices of the aforesaid party of the second part, for the term of four years from the date hereof, with the express understanding that one year of the said term of four years shall be devoted to the training of the North End Union School of Printing, at 20 Parmenter Street, Boston.

And hereby covenants that said *Louis H. Brown*, shall and will faithfully serve and perform all the duties of an apprentice to the said *Franklin W. Nelson & Co.*, and that he will not absent himself from the said School of Printing or from his place without previous permission, unless compelled by sickness or unavoidable accident.

That he will be prompt and regular in his attendance at said School of Printing, and will strive to perform to the best of his ability the work required of him in said School.

That he will neither waste the goods, nor needlessly injure or destroy any machinery, tools, or other property that may be put in his hands or under his control.

That he will use his best efforts to complete such work as may be given to him, to the satisfaction of his employer.

And that if said apprentice shall fail to perform the work of said School of Printing in a satisfactory manner, or shall prove idle or unteachable, profligate, or disobedient, or violate this agreement, the said *Franklin W. Nelson & Co.*, if they choose, may be released from all obligations under this contract.

IN CONSIDERATION WHEREOF, the said *Franklin W. Nelson & Co.* agree and bind *themselves* to teach, or cause to be taught to him, said *Louis H. Brown*, in addition to the training of said School of Printing, the trade of *printing* as fully and completely as the same may be in the power of the respective parties to teach and receive, and to pay, or cause to be paid, by the said

Franklin W. Nelson & Co., to the said *Louis H. Brown*, for his services as an apprentice, as aforesaid, the first six months and the second six months of his term of apprenticeship having been spent in said School of Printing, as follows :

The sum of nine dollars per week for the third six months, ten dollars per week for the fourth six months thereafter, eleven dollars per week for the fifth six months, twelve dollars per week for the sixth six months, fourteen dollars per week for the seventh six months, and sixteen dollars per week for the eight six months; provided nevertheless, that payment for all time which the said *Louis H. Brown* may be absent from the work-rooms and offices of the said *Franklin W. Nelson & Co.* is to be deducted from the sum otherwise by this agreement due from and payable by the said *Franklin W. Nelson & Co.* to the said *Louis H. Brown*.

IN TESTIMONY WHEREOF, the said parties have hereunto set their hands and affixed their seals to duplicate copies hereof the day and year above written.

[L.S.] Louis H. Brown,
[L.S.] Henry G. Brown,
[L.S.] Franklin W. Nelson & Co.

Souvenir Letter

Souvenir Letter of Scenic Colorado.

POSTAGE
one cent if no
writing except
date and name
of sender, other-
wise two cents.

M..

....

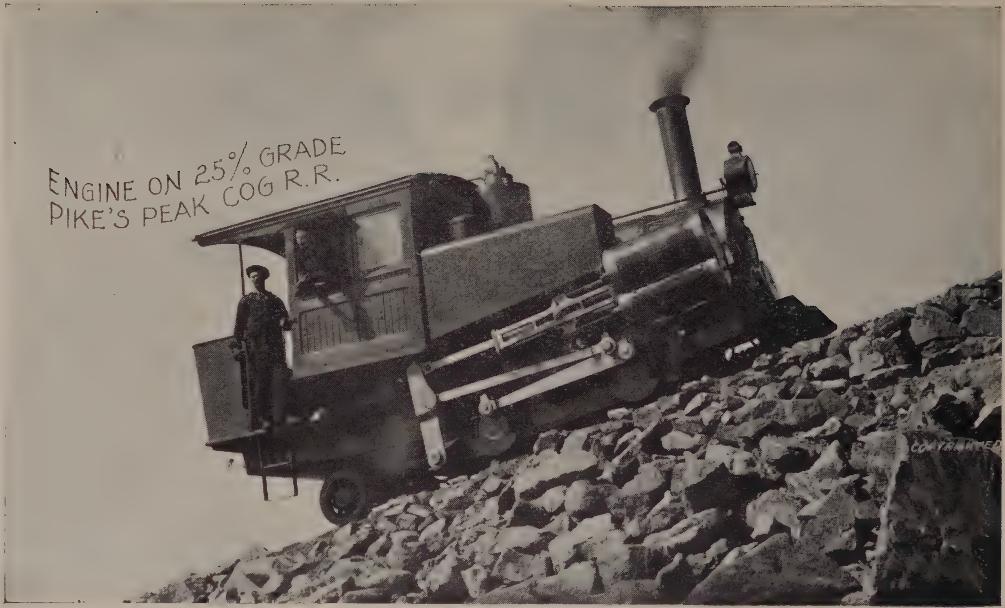
....

PUB. BY
OWENS BROS.-HILLSON CO.
BOSTON, MASS.

....190

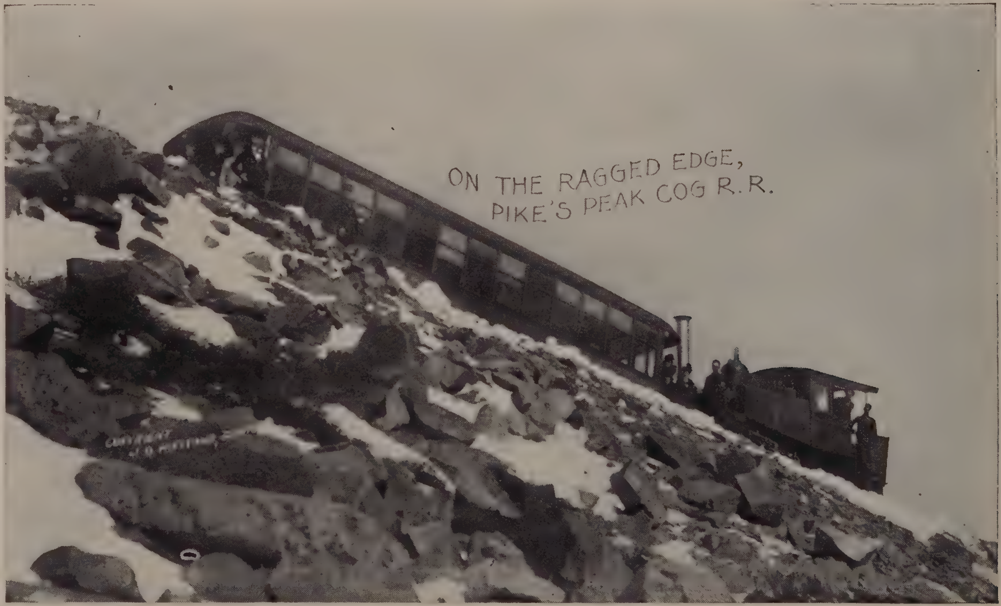
Pikes Peak Railroad.

NITRO-
GLYCERINE.
Explosive!
GIANT POWDER
DANGEROUS
I HELPED BUILD
PIKE'S PEAK R.R.
MYSELF


ENGINE ON 25% GRADE
PIKE'S PEAK COG R.R.
COPYRIGHTED

SUNRISE FROM PIKE'S PEAK
PHOTO BY HIESTAND COPYRIGHTED

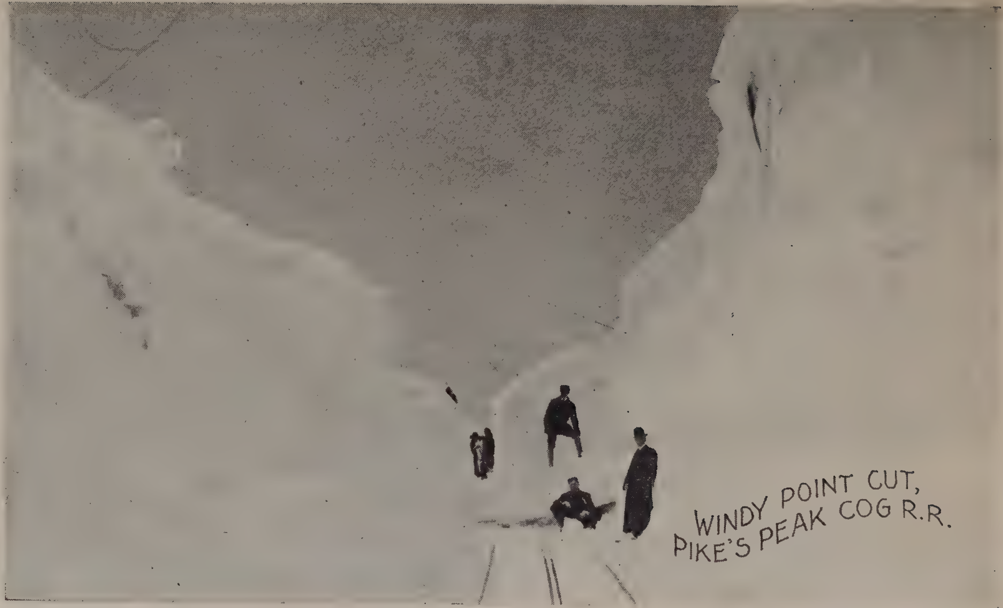
SIGNAL STATION
SUMMIT OF
PIKE'S
PEAK



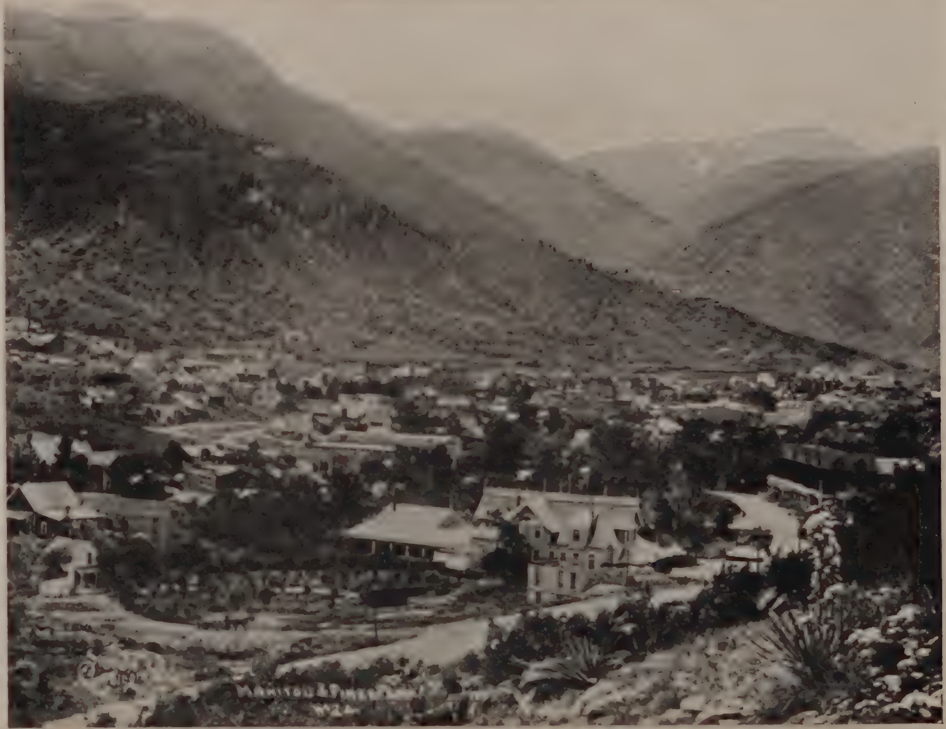
ON THE RAGGED EDGE,
PIKE'S PEAK COG R.R.

BOTTOMLESS PIT
PIKE'S PEAK

WOODLAND PARK
PIKE'S PEAK COG R.R.



WINDY POINT CUT,
PIKE'S PEAK COG R.R.

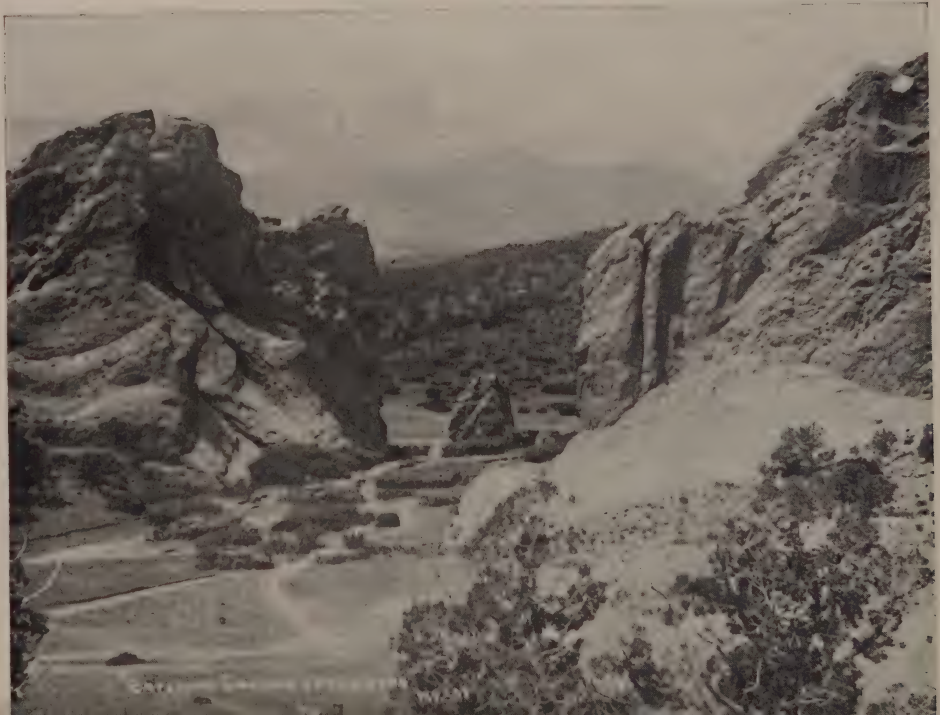


Manitou
and
Pikes Peak.

Windy Point.

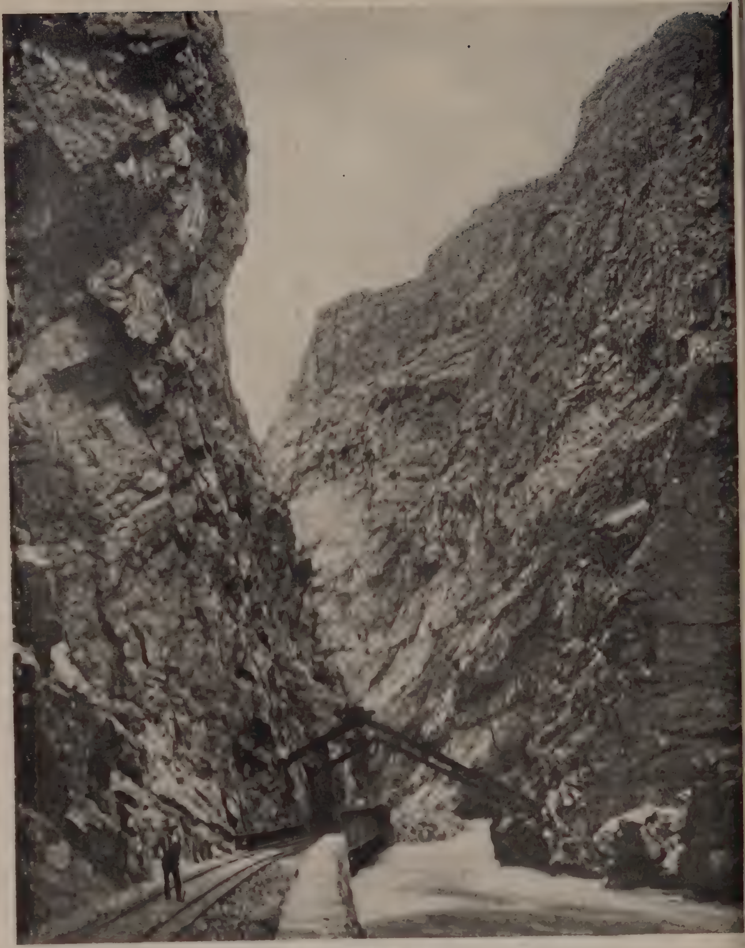
Ute Pass.

St. Peters
Dome.



Gateway,
Garden of
the Gods.

Seven Falls, Cheyenne.



Royal Gorge.

Letter Continued.

Compliments of . . .

Boston Allied Printing Trades Council

*

SOUVENIR OF

INDUSTRIAL EXHIBIT

HORTICULTURAL HALL

APRIL 7-14, 1907

Look for the Union Label on all printed matter

OWENS BROS. CO. 100 BOSTON, MASS.

Are You Getting Your Share of This Trade?

❡ Real co-operation is shown in the Union Label. It substitutes mediation, conciliation and arbitration for strikes and lockouts. ⁂

❡ Union men and women give preference to business men using the Union Label. It stands for encouragement of home trade. ⁂

Trade Unions in Greater Boston	550
Membership	75,000
Weekly Earnings . . .	$1,125,000
Trade Unions in Massachusetts .	1675
Membership	130,000
Weekly Earnings . . .	$1,700,000

❡ By using it you will encourage a large class of wage-earners without added expense to yourself, and secure a share of the patronage of 550 Trade Unions in Greater Boston, with a membership of 75,000 and weekly earning capacity of **$1,125,000**—wage-earners who will reciprocate in a practical manner. ⁂

For list of Union Label Offices, address
ALLIED PRINTING TRADES COUNCIL
82 Water Street, . . . Boston, Mass.

Washington Press ALLIED PRINTING TRADES UNION LABEL COUNCIL BOSTON, MASS. 242 Dover Street

The Typographical Union

HAS EXPENDED OVER

THREE MILLION DOLLARS

TO ESTABLISH AN

EIGHT-HOUR WORK DAY

In this organization in 1906 thirty-two per cent of the deaths were from diseases of the Lungs, at an average age of thirty-nine years.

An Eight-Hour Day is Needed!

AID IN THIS HUMANE EFFORT BY PATRONIZING THIS LABEL

ALLIED PRINTING
TRADES UNION LABEL COUNCIL
BOSTON, MASS.

Trade Unions Establish Righteous Conditions

Don't be a Mollycoddle In the Business World

TRADE UNIONS IN GREATER BOSTON . .	550
Membership	75,000
Weekly Earnings	$1,125,000
TRADE UNIONS IN MASSACHUSETTS . .	1675
Membership	130,000
Weekly Earnings	$1,700,000

SECURE YOUR SHARE

BE A LIVE ONE

¶ By using the Union Label on printed matter you will encourage a large class of wage-earners without added expense to yourself, and secure a share of the patronage of 550 trade unions in Greater Boston, with a membership of 75,000 and weekly earning capacity of $1,125,000 — *wage-earners who will reciprocate in a practical manner* . . . .

FOR LIST OF UNION LABEL PRINTING OFFICES, ADDRESS

ALLIED PRINTING TRADES COUNCIL

82 WATER STREET ∵ ∵ BOSTON, MASSACHUSETTS

Alfred Mudge & Son, Inc., Printers 24 Franklin Street, Boston, Mass.

HORTICULTURAL HALL
APRIL SEVENTH TO FOURTEENTH
1907

EXHIBIT
OF THE NORTH BENNET STREET INDUSTRIAL SCHOOL

39 NORTH BENNET STREET
BOSTON

HORTICULTURAL HALL
APRIL SEVENTH TO FOURTEENTH
1907

CLASSES IN INDUSTRIAL MODELING

At work from two to six o'clock

THESE CLASSES are the outgrowth of classes which have been sent to the North Bennet Street Industrial School by the Public Schools for manual training since 1884. Their aim is:

First. To fit pupils for trades in which knowledge of modeling is a fundamental need.

Second. To advance artisans in trades at which they are working already.

Since 1898 workers from the following trades have availed themselves of this instruction:

Modeling
Geographical modeling
Plaster working
Stone cutting
Wood carving
Metal working
Papier-maché working
Draughting
Tailoring
Cabinet making

The work includes all kinds of modeling in clay and the various forms of plaster casting, also wood carving and drawing from the cast.

The classes offer to the residents of a district, largely Italian, opportunity to develop gifts traditional with

North Bennet St. Industrial School.

The North Bennet Street Industrial School offers evening instruction in clay modeling and allied work, as follows:

CLASSES IN CLAY MODELING.

Monday	-	*Wood Carving,*
Tuesday *Wednesday*	-	*Advanced Modeling,*
Thursday *Saturday*	-	*Architectural Modeling,*
Friday	-	*Drawing from the cast.*

The classes meet from seven to nine o'clock, and are open at a nominal charge to persons who show ability to do advanced work, and those employed in trades in which a knowledge of modeling is necessary, or desirable.

For either summer or winter work, register at 39 North Bennet Street, Boston.

TRADE CLASS IN CABINET MAKING.

This class meets at present on Monday, Tuesday, Wednesday and Thursday evenings, from seven to nine o'clock. Beginning in June the pupils will work all day for four or for five months, as proves necessary for different boys. Pupils will be given compensation for the summer work and those who complete the course will be helped to secure employment. The class is open, free of charge, to a limited number of boys who show aptitude for the work—those already employed in the trade being given the preference.

Register at 39 North Bennet Street, Boston.

Italian, opportunity, 16

them, which form a valuable contribution to the æsthetic development of industry in this country.

The minimum union wage of modelers is $30.00 for a week of forty-four hours.

TRADE CLASS IN CABINET MAKING

At work from seven to ten o'clock

The class is limited to ten and is in charge of an expert cabinet maker. It is open without charge to boys over sixteen years old, who show in a probationary term aptitude for the work, those already at work in the trade being given the preference.

Cabinet making is practically monopolized by foreigners, largely because Massachusetts boys have had little or no opportunity to learn the trade. Six months of steady training will teach boys adapted to the work enough of the elements of the trade to prepare them for rapid advancement in the shops. Manufacturers are ready to employ boys so trained at good and increasing wages.

The minimum union wage in the trade is $12.00, the maximum is $22.00. Steady employment is the rule.

AIMS AND OBJECTS OF TYPOGRAPHICAL UNIONS

THIRTY-EIGHT REASONS WHY EVERY PRINTER SHOULD BE A MEMBER OF
THE INTERNATIONAL TYPOGRAPHICAL UNION

AIMS & OBJECTS *of* TYPOGRAPHICAL UNIONS

TO establish and maintain an equitable scale of wages, and protect ourselves from sudden and unreasonable fluctuations in the rate of compensation for our labor, and protect, too, just and honorable employers from the unfair competition of greedy, cheap-labor, huckstering rivals; defend our rights and advance our interests as workingmen; to create an authority whose zeal shall constitute a certificate of character, intelligence and skill; to build up an organization where all worthy members of our craft can participate in the discussion of those practical problems upon the solution of which depend their welfare and prosperity as workers; to foster fellowship and brotherhood, and shield from aggression the isolated, defenseless toiler; to aid the destitute and unfortunate, and provide for the decent burial of deceased members; to develop and stimulate by association and social converse, those kindly instincts of humanity that most highly adorn true manhood; to encourage the principle and practice of conciliation and arbitration in the settlement of differences between labor and capital; incite all honorable efforts for the attainment of better conditions of labor—shorter hours, increased privileges, and greater enjoyment of the ennobling amenities of life, the concomitants of culture and civilization; to defend the defenseless, befriend the friendless, and in all charity inculcate lessons of justice and good will among men.

28. Because it is American. The highest possible standard of livelihood is none too good for sovereign citizens.

29. Because it is not an experiment. A century of tests has demonstrated its ability.

30. Because it is evolutionary. It seeks no miracles, but goes on step by step.

31. Because it means business. It grasps at tangible results and does not spend its force in speculation.

32. Because of the enemies it has made. When you see people outside the wage class fighting trade unions, put it down that trade unions are desirable.

33. Because it is philosophical. It takes human nature as it is, not as somebody says it ought to be.

34. Because it is universal. The trade-union idea is co-existent with civilization.

35. Because it is immediate. You do not have to wait for your grandchildren to get the benefit.

36. Because it is a necessity. It stands as a bulwark for the defense of labor.

37. Because it is your class organization. Your interests as a seller of labor are the interests of your class.

38. Because—fill this out with any reason which impels a man to gain the best possible kind of a livelihood for himself and those who are dependent upon him.

YOU SHOULD BE A MEMBER. If there is no Union in your city, drop a postal to the

INTERNATIONAL
TYPOGRAPHICAL UNION
Rooms 640-650 Newton Claypool Building
INDIANAPOLIS, IND.

IT PAYS TO BE A MEMBER OF THE

TYPOGRAPHICAL UNION

BECAUSE

It protects its members,
Assists in securing situations,
Increases wages,
Prevents reductions,
Insures decent interment and
Provides a home for the
aged, afflicted or infirm.

If you are interested write the

INTERNATIONAL TYPOGRAPHICAL UNION

Rooms 640 to 650 Newton Claypool Building
Indianapolis, Ind.

JAMES M. LYNCH, President.
JOHN W. BRAMWOOD, Secretary-Treasurer

An Opportunity

TO INCREASE YOUR BUSINESS

REVISED FEB. 10, 1907

BY placing the Union Label on your printing you put yourself in line for the patronage of 50,000 trade unionists in Boston and vicinity. They are good citizens and keep their money in circulation. They remember those who remember them. The label doesn't cost you a cent more and any one that says it does means to deceive you. Why not seek the patronage of a class of well-paid craftsmen? The printing tradesmen are among the best paid artisans—it will pay you to remember their label when you place your order for printing.

ALLIED PRINTING TRADES UNION LABEL COUNCIL BOSTON, MASS. 24

ALLIED PRINTING TRADES COUNCIL

BOSTON, MASSACHUSETTS

BOSTON ALLIED PRINTING TRADES COUNCIL UNIONS

BOOKBINDERS NO. 16
ELECTROTYPERS NO. 11
MAILERS NO. 1
PAPER RULERS NO. 13
FRANKLIN ASSOCIATION NO. 18
PHOTO ENGRAVERS NO. 3
PRINTING PRESSMEN NO. 67
STAMPERS NO. 45
STEREOTYPERS NO. 2
TYPOGRAPHICAL NO. 13
TYPEFOUNDERS NO. 2
WEB PRESSMEN NO. 3
WOMEN'S BINDERY UNION
NEWSPAPER WRITERS' UNION

ALLIED PRINTING TRADES UNION LABEL COUNCIL BOSTON, MASS.

Try Our Suggestion —
Increase Your Business

If an office can not put a label with a number on your work, do not take it. If in doubt ask to see their certificate.

For further information address

DANIEL J. McDONALD,
82 Water Street, (Room 19)
Tel. 25115 Fort Hill. BOSTON, MASS.

Keep This List for Reference

An Account of the

Apprenticeship Festival

At the School of Printing
North End Union
Boston

AN ACCOUNT OF THE APPRENTICESHIP FESTIVAL OF THE NORTH END UNION SCHOOL OF PRINTING

BOSTON, MASSACHUSETTS

OCTOBER THIRTIETH, MCMVI

PUBLISHED BY THE NORTH END UNION
SCHOOL OF PRINTING, PARMENTER STREET
1906

COMPOSITION AND PRESSWORK DONE BY
PUPILS IN THE SCHOOL OF PRINTING
NORTH END UNION, BOSTON, MASS.

THE SCHOOL OF PRINTING, NORTH END UNION, PARMENTER ST., BOSTON

BOARD OF SUPERVISORS

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Geo. H. Ellis	President of United Typothetæ of America
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Herbert G. Porter	Smith & Porter Press, 127 Federal Street
Geo. W. Simonds	Secretary Boston Typothetæ
Joseph Lee	Vice-President Massachusetts Civic League
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A. A. Stewart *Instructor*

APPRENTICESHIP COMMITTEE

William Dunlap	F. H. Gilson Company, Stanhope Street
Henry P. Porter	Oxford-Print, 148 High Street
R. E. Sparrell	The Sparrell Print, 265 Congress Street
Geo. W. Simonds	C. H. Simonds & Co., 297 Congress Street
Thomas Todd, Jr.	The Beacon Press, 14 Beacon Street

The APPRENTICESHIP FESTIVAL OF THE SCHOOL OF PRINTING

IT is frequently asserted that the indentured apprenticeship system is dead, — dead beyond resurrection, — that it is a relic of barbarism, to be consigned to the scrap-heap with the stage-coach and flintlock.

However, it is not altogether obsolete and it still has a place in modern industrial training, as was evidenced by the Apprenticeship Festival held at the North End Union, 20 Parmenter Street, Boston, by its School of Printing, on Tuesday evening, October 30, 1906. It was the occasion of the signing of apprenticeship indentures between ten pupils of the School of Printing, their parents and the master printers, thereby placing special emphasis on the value of an indenture as a part of the Printing School work.

This was an event unique in the history of trade schools in America. The ceremony of signing apprenticeship indentures has been emphasized by a leading educator as "an epoch-making event," and we believe it must occupy a noteworthy position in the story of the future trade organizations, when they shall include a kindly, wholesome understanding and respect between the student and the master.

This formal, public signing of indenture papers was, in a way, a revival of a custom in vogue in the days of Queen Elizabeth. Seligman, in his *Mediæval*

Guilds of England, says: "The guild rules were a part and parcel of the common laws, and not merely an independent work of the crafts themselves. This was as true of the system of apprenticeship as of other provisions. The indentures, moreover, were necessary by the common laws, and the enrollment invariably took place at the court-leet, or before the municipal authorities."

The chief significance of this Festival lies in the fact that the apprenticeship system was adopted as a working basis of the School of Printing, not by theorists or sentimentalists, but by its Board of Supervisors, composed of practical printers of large experience, after four years of careful study of the workings of the School before it was changed to a day class.

Invitations to the Festival were sent to nearly three hundred interested persons in and near Boston, and the audience included, besides the apprentices and their parents and prospective employers, many other master printers and foremen. There were also present a number of persons well known outside of printing circles, active promoters of technical education, who have been watching with interest the work of the School. Professor Paul H. Hanus of Harvard, chairman of the recently-appointed State Commission on Industrial Education was present, as were also other members of the commission; while President Henry S. Pritchett of the Massachusetts Institute of Technology, and Mr. William H. Sayward, secretary of the Boston Master Builders' Association, made addresses.

Mr. J. Stearns Cushing, president of the Boston Typothetæ and the chairman of the supervisors of the School, presided and opened the exercises with a brief history of the School.

MR. CUSHING'S ADDRESS

Ladies and Gentlemen:

FOR the Supervisors and Apprenticeship Committee of the School of Printing, it gives me great pleasure to bid you welcome to this first general meeting of those who are interested in our efforts, and I trust that our coming together to-night will benefit materially the object for which we are laboring.

I have no prepared address to deliver to you, as implied by the program. The gentlemen who will follow me are those to whom you must look for oratorical wisdom. But in as few words as possible I desire to outline the history of the School, its objects and methods, and to explain the purpose of this present gathering.

The School was begun in January, 1900, and for four years was conducted as an evening school. The pupils were boys already employed in printing offices, their employers generally paying the trifling amount charged for tuition. The school was open three evenings in the week, from 7.30 until 9.30, with a competent instructor. The boys were taught plain and job composition, imposition, locking-up forms, proving pages, and the simpler kinds of job presswork. They were given an opportunity, after they had set up a job, to alter it over—several times if they wished—until they felt that they had done their best, with helpful suggestions from the instructor; thereby cultivating originality of treatment and taste—an opportunity necessarily impossible, for obvious reasons, in the average printing office. The value to the boys of this sort of practice can only be appreciated by those who have seen proofs of the boys' work in its various stages from beginning to completion.

The object of the School was then, as announced in its circulars, "*to make not more but better printers.*"

After several years' trial of the evening school plan, it was decided that a step forward must be taken if the best results were to be obtained, and therefore the present plan of a day school was inaugurated about two years ago.

The need of some apprenticeship or indenture system was also much felt. The lack of some bond between the boy and the employer, by which the boy was under obligation to stay in his employ for some definite term of years, tended to discourage any disposition on the employer's part to teach the boy the trade. His tendency was rather to keep the boy at any plain work requiring the least time and effort to learn; because, if he pushed the boy ahead to make him a valuable asset in the future, some competitor was apt to get him away by giving him a slight increase in pay.

With a suitable indenture signed by the boy, his parent or guardian, and his employer, this difficulty is practically removed.

The employing printers who have undertaken the supervision of the School since its inception have given much time and thought to working out this problem. I will not attempt, in these desultory remarks, to tell you how, step by step, they have evolved the plan under which the School is now working. It has been more of a problem than most of you have any conception of; and it is only just to say here, that without the persistent, energetic, hearty efforts of Mr. Samuel F. Hubbard, the superintendent of this North End Union, I fear its School of Printing would have died a natural death long ago.

Under the present plan, the school hours are the same as those in regular printing offices. The boys have been selected with great care from among many applicants, generally by their prospective employers, who in most cases have paid the tuition fee of $100. After a three-months' trial in the School, if it is decided wise for the boy to continue, his indenture is signed, and he completes the year of instruction. He is taught not only the rudiments of the trade, but also has special instruction in punctuation, capitalization, etc.,—those things which he only learns in the average printing office, if ever at all, through the bitter means of "dirty proofs" and "how *not* to do things."

This one year in the School is accepted in place of the first two years of the usual apprenticeship, and the pupil is guaranteed a $9-per-week salary at the start of his actual work for his employer, with a raise to $10 per week at the end of six months; $11 per week for the third six months; $12 per week for the fourth six months; and $14, $16, and $18 per week respectively for the ensuing three periods of six months; so that at the end of the fifth year—that is, one year in the school and four years of actual service in the printing office (the pupil has already been a journeyman for one year)—he has received in pay the sum of $2,808, as against about $2,288 which he would have received for the same time if regularly employed under the usual conditions.*

And now our reason for this little celebration: We desired to make memorable and to pleasantly distinguish this era in the lives of these boys who to-night have practically chosen their part in life's work; and we also desired to bring together the boys, their parents or guardians, and the employers, that they might become acquainted and in future work together with that community of interest which is too often overlooked in these days of great combinations and corporations, in which the employer and the employee rarely and sometimes never meet.

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* See Appendix, page 19

And to assist us in our efforts to make this occasion memorable and pleasant we are much favored by the presence of the president of the Massachusetts Institute of Technology, Dr. Henry S. Pritchett, to which institution this School bears about the same relation that the kindergarten does to a great university; by Mr. William H. Sayward, secretary of the Master Builders' Association of Boston, whose many years of experience in conducting its affairs, and whose duties, bringing him into close contact with the conditions bearing on all of the building trades, make him especially well fitted to address you on the topic of the evening; and last but not least, by Mr. George H. Ellis, who has taken a very active interest in the affairs of the School from its inception, and also in the working out of the trade school problem. He is not only one of our great printers, but also has the honor of being president of the United Typothetæ of America.

At the close of these exercises, ladies and gentlemen, you are all cordially invited to the floor below, where light refreshments will be served, and where the committee have arranged an exhibit of the boys' work, to which I would especially call your attention. The samples of printing there shown would, in my opinion, do credit to any job office in Boston; and yet they are the work of pupils with but from three to ten months' experience and instruction.

To the boys who are to sign their indenture papers to-night the supervisors extend their sincere and hearty congratulations; and I beg to assure you, boys, that among the many printers present there are none who would not have been very thankful to have had your present opportunities when they entered the printing business.

AFTER the opening address, the signing of the apprenticeship papers took place at tables placed upon the platform. Mr. George W. Simonds, of the board of supervisors, took charge of the ceremony, calling by name each apprentice, his parent, and his employer, who in turn affixed their signatures to the papers. The apprentices and their respective employers are as follows:

Francis W. Abbott, with Oxford-Print.
Charles Brown, with Sparrell Print.
Edward N. Cyr, with Murray & Emery Co.
John E. Finley, with Geo. H. Ellis Co.
William A. Kieley, with C. H. Simonds & Co.
Arthur B. Lassiter, with Murray & Emery Co.
George Graham Ross, with Griffith-Stillings Press.
John H. Shea, with Rockwell & Churchill Press.
Emil L. Walter, with Murray & Emery Co.
Francis D. Wholley, with Sampson & Murdock Co.

The apprenticeship agreement signed upon this occasion is one that has been formulated by the board of supervisors of the School after much conference and discussion.* It provides that the apprentice shall attend the School of Printing for one year, and at the end of the year, having satisfactorily performed the work given him there, he will enter his employer's workroom and serve three years. The wages the apprentice is to receive is also fixed by the agreement.

After the signing of the papers, the chairman introduced President Henry S. Pritchett of the Massachusetts Institute of Technology, who said, among other things:

PRESIDENT PRITCHETT'S ADDRESS

THIS occasion upon which young apprentices are to sign, in the presence of their parents, papers of indenture to their employers is a most interesting one to anyone connected with the education of men in practical matters, because it marks, in a specific way, a new effort to bring about a good understanding between student and employer.

In the Institute of Technology we are trying to train men in the methods of applied science for the work of the engineer, the chemist, the architect. You men who have been in an apprentice school are likewise being trained in the work of applied science and in the matter of technical accuracy for the work of the printer. Wide apart as these two efforts may seem to be in some respects, they are part of the same great educational system for the training of the citizenship of the United States.

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*For form of Indenture in full, see Appendix, pages 20 and 21

There is one objection which men who are themselves in trades, and particularly those who belong to federated labor, have made against the preparation of apprentices in schools. They admit quite frankly that in the main the apprentice system, as we formerly knew it, has disappeared and that nothing has yet come in to fully take its place. Nevertheless they object to trade schools and other efforts to industrial education on the ground that the students who come from them believe themselves skilled journeymen the moment they leave the school.

This is an objection which has been brought against all technical education. In the Institute of Technology we try to make it clear to students that they do not become engineers in the school, although it is not always possible to make every boy understand this. They become engineers only after they have gained experience in practice, in actual work. What the school does for them is to give them the fundamental groundings in theory and practice which enables a boy to think, and, having which, he may go on to all possible development in his profession. A graduate of the Institute of Technology starts at the wages of a day laborer, but he has a foundation of theoretical training which enables him in a few years to take a strong position in the engineering profession. And it is this which all such training schools must do, and which all industrial secondary schools must do for those who enter them. They cannot expect to make in the school a printer, a bricklayer, a carpenter, an engineer, or an architect, but they can give in the school a foundation which will enable the student to become far more quickly an abler tradesman, an abler engineer, and an abler architect than he is likely to become in any other way.

I am glad to see this ceremony because of the kindly spirit which it manifests between the master printers and their apprentices. To have any trade a wholesome one, to make any relation between employer and employed a fruitful one, there must be some ground of mutual confidence and esteem. Men who dislike each other or who distrust each other are not going to produce the best work, nor are they going to live under the best conditions. You seem to-day to have started into your apprenticeship under auspices of the most favorable kind. I trust that each apprentice may find in his employer not only a teacher but a friend, and that this form of indenture may lead to a growth of that spirit of common helpfulness and common confidence which we need so much to cultivate between all classes of our citizens engaged in industrial work.

At the close of President Pritchett's address, Mr. William H. Sayward, secretary of the Master Builders' Association, was introduced. He said, in part:

MR. SAYWARD'S ADDRESS

I AM glad that this occasion has been made to partake of the character of a ceremony. It has been touching as well as significant. The dedication of these young men to their life work, in the presence of this assemblage of their relatives and friends, the execution of these indentures by the boys themselves, their parents or guardians and their prospective employers joining, has impressed me deeply.

The earnestness of the parties, the seriousness of the event, cannot but have appealed to every person present. The experience is new to me, for, in all my relations with practical affairs, this is the first time that I have been present at any formal execution of indentures of apprenticeship. It strikes me as most fitting that it should have been arranged to take place with formality.

As a previous speaker has said, the conditions which this act of indenturing indicates give evidence of an awakened interest and conviction that individual relationship, the relationship of a master in any calling to the learner, is absolutely essential to the development of the efficient worker.

This demonstration of an underlying principle is an inspiration to me. In a way, it is the practical carrying out of a policy, in this matter of apprenticeship, which many years ago I endeavored to put into operation in the building trades. I mean the acceptance by the employer of a year of technical training in a school as an offset for two years of ordinary training under usual shop conditions.

Now that the printers have shown what can be done, I shall be hopeful that the building trades may follow the lead, for it evidently is a keynote of success. The conditions in all mechanical callings are such that the trade training which a school like this offers is absolutely essential, and I apprehend that employers are becoming convinced that such schools offer the means of correcting the debilitated condition into which the trades for twenty-five years, under many malign influences, have gradually been falling. A process similar in character to this which the printers are following is feasible for all trades, and will in the end prove to be their salvation.

To these boys who have to-night practically dedicated their lives to this trade of printing I have this special word to say. First: You are fortunate in having the opportunity to begin your training for work under such a favorable system—a system which provides you with definite and careful instruction by experts in the calling; you are fortunate in not having to enter shops without preparation, fortunate in not having to rely for primary training upon the chance instruction from shop-hands.

All this opportunity which you enjoy will make you freer and more individual, and will tend to develop skill and effectiveness which always has counted and always will so long as the world lasts, no matter how adverse the conditions may be.

Second: You are fortunate in entering upon a mechanical calling at this particular time. At no time in the past fifty years has there been such a dearth of expert, trained, skilful, efficient men. Various causes, which it is not necessary for me to discuss, have brought about this condition; it is sufficient for me to say that it exists, and to indicate that it is a distinct advantage in your particular cases, for, when you complete your apprenticeship, you will find that your skill will be in demand, and that as long as you live you will be sure of employment. The world is hungry for skilful workers, and always will be hungry.

My word in closing is to impress upon you the importance of doing your very utmost to make yourselves valuable to your employers. Never lose an opportunity to improve, for it is the particularly skilful man who is always sure of employment, always sure to secure the highest pay. Faithfulness to the interests of those for whom you work is the best basis in making you strong, reliable, and successful when you enter into business for yourselves.

Following Mr. Sayward's address, Mr. Geo. H. Ellis, of the board of supervisors of the School, was called upon by the chairman and was warmly greeted.

MR. ELLIS'S ADDRESS

MR. Cushing has well said that the plan under which the School is now working has been more of a problem than most of you have any conception of.

I recall how, in the beginning, we thought that when the School, having a proper equipment and competent instructor, was established, the rest would be comparatively easy; that printers and the young men in their employ would gladly avail themselves of the opportunities we offered. Not over a quarter of our accommodations was used the first term.

It was then evident that our first difficulty would be to get boys. We tried to do this through the grammar and high schools, on the eve of their graduations, with no success. We tried to stimulate master printers to take an interest in the School and to send their boys, but with indifferent results.

Then, again, we also realized that we must exercise a careful discrimination in the quality of the boys taken into the trade, if we were to make them into skilled workmen.

Because of these facts it seemed imperative that a sense of mutual obligation must be established between master and pupil, and that this mutual obligation could best be assured by an indentured apprenticeship system, and so the present form of indenture was adopted.

The school, at best, can only lay the foundation of the trade. How to best adjust the apprentice to the exacting demands of the shop in such a way that he may become a first-class workman, is still an open question. However, the solution of this and many other problems relating to trade instruction is dependent upon the employer, and unless he shall take a definite interest in the training of his apprentices and promote their advancement, the trade school must fail, and the reproach for its failure must be upon the employer.

Mr. Ellis then referred to the advantages the School offered the boys, and urged them to make the best of their opportunities. He quoted the motto hanging on the wall of an adjoining room, "The men who try to do something and fail are infinitely better than those who try to do nothing and succeed," saying that they should keep it before them; remembering, however, that he who really tries to do something seldom fails, though he might not attain the fullest measure of success. He closed by paying a merited tribute to Mr. A. A. Stewart, the instructor at the School.

AT the close of the exercises, refreshments were served in the gymnasium, where a large folding screen, fifty feet long, displayed several hundred samples of the work done in the School. This exhibit included nearly every class of type composition, and proved very interesting to the visitors, as showing the practical and varied character of work that is given to the pupils.

APPENDIX

[Extract from circular issued at time of change from evening to day school]

With the view of improving existing conditions, a number of master printers of Boston and vicinity propose a new agreement between employer and apprentice, which would bind both parties to perform certain specific acts. Believing that twelve months' training in the School of Printing will give a wage earning capacity much greater than the first two years' service in the ordinary printing office, and desiring to attract the best class of boys to the trade, it was proposed by a number of employers to shorten the usual five-year apprenticeship, accepting one year's satisfactory work in the School in place of the first two years' apprenticeship, and to allow the apprentice to enter his employer's service on the basis of the last half of the customary third-year salary, $9 per week. It will be seen by the following table that the wage is also from $3 to $5 greater than that of the ordinary trade apprentice during the same years.

Income for five years, ordinary apprenticeship, without the School

First year	26	weeks at	$4.00	$104.00
	26	" "	5.00	130.00
Second year	26	" "	6.00	156.00
	26	" "	7.00	182.00
Third year	26	" "	8.00	208.00
	26	" "	9.00	234.00
Fourth year	26	" "	10.00	260.00
	26	" "	11.00	286.00
Fifth year	26	" "	13.00	338.00
	26	" "	15.00	390.00
				$2,288.00

Income for the same time, one year of which is spent in the School

First year in the School				000.00
Second year	26	weeks at	$9.00	$234.00
	26	" "	10.00	260.00
Third year	26	" "	11.00	286.00
	26	" "	12.00	312.00
Fourth year	26	" "	14.00	364.00
	26	" "	16.00	416.00
Fifth year	26	" "	18.00	468.00
	26	" "	18.00	468.00
				$2,808.00

Income for five years, one year in the School	$2,808.00
Income for five years, ordinary shop apprenticeship . . .	$2,288.00
	$520.00
Less tuition	100.00
Net advantage of one year in School	$420.00

APPRENTICESHIP INDENTURE

[Used as basis of agreement between master printer,
pupil-apprentice, and School of Printing]

This Indenture, made and entered into this *third* day of *October*, one thousand nine hundred and *six*, by and between *Henry G. Brown*, guardian of *George Brown*, a minor, at the age of *seventeen* years, on the *twelfth day of July*, and the said *George Brown*, whose consent to the making of this indenture is expressed and testified to by his becoming a party hereto and signing the same, parties of the first part, and *Franklin W. Nelson & Co.*, party of the second part.

Witnesseth, that said *Henry G. Brown*, guardian of said *George Brown*, and by and with his consent, as aforesaid, has bound, and by these presents does bind the said *George Brown*, minor, to said *Franklin W. Nelson & Co.*, as an apprentice to learn the trade of *printing* at the work-rooms and offices of the aforesaid party of the second part, for the term of four years from the date hereof, with the express understanding that one year of the said term of four years shall be devoted to the training of the North End Union School of Printing, at 20 Parmenter Street, Boston.

And hereby covenants that said *George Brown* shall and will faithfully serve and perform all the duties of an apprentice to the said *Franklin W. Nelson & Co.*, and that he will not absent himself from the said School of Printing or from his place without previous permission, unless compelled by sickness or unavoidable accidents.

That he will be prompt and regular in his attendance at said School of Printing, and will strive to perform to the best of his ability the work required of him in said School.

That he will neither waste the goods, nor needlessly injure or destroy any machinery, tools, or other property that may be put in his hands or under his control.

That he will use his best efforts to complete such work as may be given him, to the satisfaction of his employer.

And that if said apprentice shall fail to perform the work of said School of Printing in a satisfactory manner, or shall prove idle or unteachable, profligate, or disobedient, or violate this agreement, the said *Franklin W. Nelson & Co.*, if they choose, may be released from all obligations under this contract.

In consideration whereof, the said *Franklin W. Nelson & Co.* agree and bind *themselves* to teach, or cause to be taught to him, said *George Brown*, in addition to the training of said School of Printing, the trade of *printing* as fully and completely as the same may be in the power of the respective parties to teach and receive, and to pay, or cause to be paid, by the said *Franklin W. Nelson & Co.*, to the said *George Brown*, for his services as an apprentice, as aforesaid, the first six months and the second six months of his term of apprenticeship having been spent in said School of Printing, as follows:

The sum of nine dollars per week for the third six months, ten dollars per week for the fourth six months thereafter, eleven dollars per week for the fifth six months, twelve dollars per week for the sixth six months, fourteen dollars per week for the seventh six months, and sixteen dollars per week for the eighth six months; provided, nevertheless, that payment for all time which the said *George Brown* may be absent from the work-rooms and offices of the said *Franklin W. Nelson & Co.* is to be deducted from the sum otherwise by this agreement due from and payable by the said *Franklin W. Nelson & Co.* to the said *George Brown*.

In testimony whereof, the said parties have hereunto set their hands and affixed their seals to duplicate copies hereof the day and year above written.

[L.S.] GEORGE BROWN,
[L.S.] HENRY G. BROWN,
[L.S.] FRANKLIN W. NELSON & CO.

BULLETIN

OF THE

DOMESTIC REFORM LEAGUE

Women's Educational and Industrial Union
264 BOYLSTON STREET
BOSTON, MASSACHUSETTS

INDUSTRIAL EXHIBIT NUMBER

APRIL, 1907 **No. 4.**

DOMESTIC REFORM LEAGUE COMMITTEE

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Miss MARY BARROWS
Mrs. LOUIS D. BRANDEIS
Mrs. A. E. CRANE
Dr. MARY G. HOOD
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Miss MARY MOSELEY,
Superintendent.

Miss MARION B. FRANK,
Assistant Superintendent

Office Hours of the DOMESTIC REFORM LEAGUE, 9-4 daily

15

THE DOMESTIC REFORM LEAGUE BULLETIN.

Domestic Reform League.—Organized January, 1897.

The Objects of the League are: "*The scientific and careful consideration of present conditions in Domestic Service; the awakening of the interest of women in the larger aspects of the problem; the recognition by the employer that fair conditions should be given in exchange for faithful service; and by the employee, that interested and efficient service must be given in exchange for fair wages and just conditions; and the further recognition by both employer and employee that efficiency should be a standard of wages.*"

Industrial Exhibit, (Horticultural Hall, April 8-14 inclusive, 10 A. M. to 10 P. M. Admission free.) The material for the Domestic Service Section of the Industrial Exhibit has been collected by the Research Department of the Union and the Domestic Reform League. In the endeavor to compare Domestic Service with other occupations in which women wage-earners are engaged, many interesting facts appear which are not generally known. The following statements quoted from the Exhibit are indicative.

More than ¼ of all the women wage-earners in the United States are employed in Domestic Service.

One out of every 15 women in Massachusetts does housework for pay.

The three races that predominate in Massachusetts among women wage-earners in Domestic Service are: Irish (almost 50%), Canadians, Native Whites.

Wages in Domestic Service show a decided tendency to increase as shown by Domestic Reform League records. Five years ago only 1/7 of the general houseworkers placed by the League were paid $5 or over. Now more than ½ receive that or a larger amount.

The hours for domestic employees are much longer than the hours of any other class of women wage-earners. An investigation of hours in the case of 127 general houseworkers showed the average length of the week's work to be 83 hours, 20 minutes. This included "call" and actual "busy time," but is, of course, exclusive of free time on Sunday and the day out.

A recent Report of the Department of Commerce and Labor on "Paupers in Almhouses" is authority for the surprising statement that 78 per cent. of women paupers in almhouses in the United States in 1904, who were known previously to have been wage-earners, had been "servants".

A Conference on "Domestic Service — A Belated Industry," — will be held in connection with the Industrial Exhibit in Horticultural Hall, Boston, Thursday, April 11, at 4 P. M. The public invited.

Mrs. Caroline Stone Atherton will preside. The topics and speakers included are:

"*The Place of Domestic Service in Industry.*"—Rev. Edward Cummings, President of the Massachusetts Civic League.

"*How Employment Offices may Increase Present Difficulties in Domestic Service.—The Report of a Personal Investigation.*"—Miss Frances A. Kellor, General Director of the Inter-Municipal Research Committee, New York City.

"*Living Conditions of Domestic Workers in Apartment Houses.*"—Mrs. Johanna von Wagner, of the Department of Health, Yonkers, N. Y.

"*The Hope for the Future of Domestic Service.*"—Mrs. Ellen H. Richards, of the Massachusetts Institute of Technology.

The Domestic Reform League Committee of the Union invites members of the League and others interested, to visit the Domestic Service Section of the Industrial Exhibit at any time during the week. Members of the Committee and special guides will be in attendance Thursday afternoon, April 11, both before and after the Conference, to explain the Exhibit.

Resident Employees in Domestic Service.— Demand from Employers and Supply of Employees in Different Branches of Housework.— A summary of demand and supply in the Domestic Reform League for the last six months furnishes the following suggestive figures:

I. Table Showing the Demand from Employers and the Supply of Employees. October 1, 1906 to April 1, 1907

CLASSES OF EMPLOYEES.	**Demand.** Orders taken from Employers.	***Supply.** Registrations of Employees	**Per Cent.** of Supply to Demand.	**Orders Filled** Employees Placed.
General Houseworkers	1993	363	18	335
Cooks	1043	460	44	351
Second Maids	687	351	51	272
Nurses	442	346	78	177
Chambermaids	193	173	89	80
Laundresses	109	61	56	45
Waitresses and Parlor Maids	261	127	48	98
Working Housekeepers	174	219	126	75
Kitchen Maids	65	43	66	15
TOTAL	4967	2143	43	1448

*The column "Registration" in this table includes all applicants. Many of those who apply fail to produce satisfactory references and hence cannot be placed.

The discrepancy in the above table between the number of employees registered and the number placed is due, in large part, to the following causes:

Employees register in several offices at the same time and are placed by the office that first offers a satisfactory position.

The League's requirement for references decreases the number of applicants who can be placed because: (*a*) many applicants fail to secure satisfactory references; (*b*) the League's rule that a direct reference from the present employer must be received by the office usually causes delay, during which the employee in question is often placed through other channels.

Both employer and employee make varied and individual demands in the way of combinations of work and of personal preferences that greatly increase the difficulty of filling orders, *e. g.*

Nationality, religion, age, color, experience, are factors affecting the "demands" of employers.

Locality, number in family, wage, requirements in the way of washing, etc., influence the available supply of employees.

Day Workers in Domestic Service. — Demand from Employers and Supply of Day Workers in Different Branches of Housework.— As contrasted with the statistics of demand and supply in connection with resident houseworkers, the following table for day workers is significant.

II. Table Showing Demand from Employers and Supply of Day Workers in Different Branches of Housework. October 1, 1906 to April 1, 1907.

CLASSES OF EMPLOYEES	**Demand** Orders taken from Employers.	**Supply** Employees Registered Permanently.	**Orders Filled**	**Per Cent.** of Orders Filled to Orders Taken
Cooks	201	52	183	91
Laundresses	682	42	666	97
Cleaners	480	45	464	96
Waitresses	229	29	223	97
Second Maids	36	8	32	88
General Maids	154	16	140	90
Kitchen Maids	98	00*	97	99
TOTAL	1880	284	1805	96

*None Registered — Supply is drawn from Cleaners, General Workers and Cooks.

A comparison of the number of orders taken and filled in the above table with the corresponding figures for resident employees (Table 1) shows a forcible contrast between the available supply of day workers and of houseworkers living in the homes of their employers. The League finds very little difficulty in filling orders for day workers while there were registered last year 4,200 would-be employees as against 10,400 would-be employers of resident houseworkers.

The increase in demand for day workers is strikingly emphasized by a comparison of Domestic Reform League statistics for the last nine years as follows:

1898	Orders filled	580
1899	"	700
1900	"	734
1901	"	836
1902	"	931
1903	"	1289
1904	"	1639
1905	"	2418
1906	"	3206

Recent Books.

"Progress in the Household," by Lucy Maynard Salmon. (Houghton, Mifflin & Co.)

"Food Materials and their Adulterations" (3d edition) by Ellen H. Richards. (Whitcomb & Barrows.)

"Manual of Household Work and Management," by Annie Butterworth. (Longmans, Green & Co.)

"Library of Home Economics." Published by American School of Home Economics. Chicago. 12 vols.

"The Home Economics Movement." Part I. By Isabel Bevier and Susannah Usher. (Whitcomb and Barrows.)

Recent Magazine Articles.

"The Work of the General Federation of Women's Clubs in the Middle West." Annals of the American Academy of Social and Political Science, September, 1906.

"Series of Talks," by Frances A. Kellor. *Ladies' Home Journal*, beginning January, 1907.

"The Housewife and Her Helper." *Ladies' Home Journal*, April, 1907.

The Domestic Reform League Bulletin will be sent free on application to the Superintendent of the Domestic Reform League.

Massachusetts
Woman's Trade Union League

EXTRACT FROM THE CONSTITUTION

Believing that women in industry will receive just treatment and fair wages only if they ally themselves with the Trade Union Movement, the Woman's Trade Union League of Massachusetts is formed to educate women to believe in the value of organization, and to help them whenever and wherever it can secure conditions necessary for healthful and efficient work, and to obtain a just return of such work.

I am interested in the object of the Woman's Trade Union League, and ask to be enrolled as a member. Enclosed please find $1.00 for membership.

Name ....

Address ....

Date ....

ALLIED PRINTING TRADES UNION LABEL COUNCIL 24

A FEW FACTS

ABOUT THE

Boston Trade School for Girls

The school is free to all girls between the ages of 14 and 17.

⁂

It aims to prepare girls to earn a better living than is possible for the cash girl, the candy-factory girl, the errand girl, and girls who enter similar unskilled employments.

⁂

IT TEACHES

Dressmaking
Millinery
Straw Machine Operating
Clothing Machine Operating
Design
Domestic Science
Physical Education

It has been in operation less than three years, and has placed nearly one hundred girls in good positions with wages ranging from $4.00 to $20.00 per week.

⁂

The hours are from 8.30 A. M. to 5 P. M. daily except Saturday.

⁂

The summer term begins in July. The winter term begins in September.

⁂

Girls may enter at any time.

⁂

The school is located at 674 Massachusetts Avenue.

LADIES' TAILORS

Endorsed By The

Consumers' League of Massachusetts

(Office: 4 Joy Street, Boston)

The Executive Committee of the Consumers' League presents a sixth edition, carefully revised and extended, of its list of Ladies' Tailors of Boston, selected after investigation of several hundred. Each of these establishments is visited two or three times a year, and always just before the publication of a fresh list.

The Tailors on this list meet the following tests so far as known, though we can give no guarantee of these conditions:

1. They meet the requirements of the factory inspectors.
2. The work for women, with the exception of embroidery, is all done on the premises or, in some cases of certain kinds of work, like button holes and heavy pressing, in approved workshops under factory conditions.
3. The conditions of the workrooms appear to be fair.

The Committee is anxious to make its investigation of tailors of the greatest use, and, if possible, to extend it. To this end it asks the members of the League to send the names of good tailors, not on this list, that their conditions of work may be investigated. The Committee would be assisted also by expressions of criticism or of commendation from those who have used the list. It is almost unnecessary to ask, finally, that those of our members who employ tailors on our list will commend to them the work of the League.

Arlington Ladies' Tailoring Co., 344 Boylston Street.
Appel, Meier, 74 Boylston Street.
Ballard & Sons, V.; 256 Boylston Street.
Blauman & Co., S., 367 Boylston Street.
Chetteville, Rudolf, 486 Boylston Street.
Crapson, 248 Boylston Street.
Davis & Co., W. H., 373 Boylston Street.
(*Evening Wraps only.*)
Deutschman Co., 344 Boylston Street.
Edelstein & Co., J., 229 Berkeley Street.
Ferrone Brothers, 703 Centre Street, Jamaica Plain.
(*Successors to A. Vitelli.*)
Fox, H., 367 Boylston Street.
Gavin, Wm. H., 134 Massachusetts Avenue.
Genaske, Henry, 214 Boylston Street.
Goldie, J. M., 270 Boylston Street.
Goodman, Frederic T., 739 Boylston Street.
Hurwitch Bros., 367 Boylston Street.
Hurwitch & Bro., B., 134 Castle Street.
Leonard, Eugen C., 37 Temple Place.
Levy Co., Herman, 15 Temple Place.
Lewis, Adolph E., 231 Wash. St., Harvard Sq., Brookline.
Manning Tailoring Co., 120 Tremont Street.
Markar, H., 747 Boylston Street.
Markis, Samuel, 280 Columbus Avenue.
Marquis, Nathan, 288 Boylston Street.
Mayers, Michael, 11 Berkeley Street.
Oliver & Co., O. J., 224 Newbury Street.
Parsons, Albert E., 304 Boylston Street.
Schneider, S., 384 Boylston Street.
Sidman, H., 86½ Berkeley Street.
Snow, Joseph J., 107 Massachusetts Avenue.
Solov, George, 278 Boylston Street.
Starratt, Mrs. L., 171 Tremont Street.
Stiller, Max, 54 Temple Street.
Strachan, George A., 384 Boylston Street.
Turcotte, C. A., 296 Boylston Street.

February, 1907.

ALLIED PRINTING TRADES UNION LABEL COUNCIL BOSTON 64

Honorary President, Vida S. Scudder
President, Mary K. O'Sullivan

Secretary, Laura Corrigan
28 W. Dedham Street

Boston Women's Label League

Meets First and Third Wednesdays

of each month at 8 p. m. ❧ ❧ ❧ ❧ ❧

EQUITY HALL, 88 WARRENTON STREET

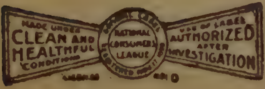
Dues 25 cents a year.

65 ALLIED PRINTING TRADES UNION LABEL COUNCIL

Help the workers who are trying to help themselves by asking for the Union Label on all possible purchases. This Label is a guarantee of a living wage, proper sanitary conditions, and a working day of moderate length.

Consumers' League
of
Massachusetts.

THIS LABEL



Certifies that the goods which carry it have been made in clean and safe factories under good conditions, and that the manufacturers who use the label employ no children and give out no work to be made up outside the factories.

DON'T

Shop after five o'clock.

DON'T

Shop on Saturday afternoons.

DON'T

Leave your Christmas Shopping until the week before Christmas.

DON'T

Give your address carelessly to sales people.

DON'T

Neglect to ask for underwear bearing the Consumer's League Label.

The following questions are often asked. The League's answers are here given.

What is a Consumers' League?

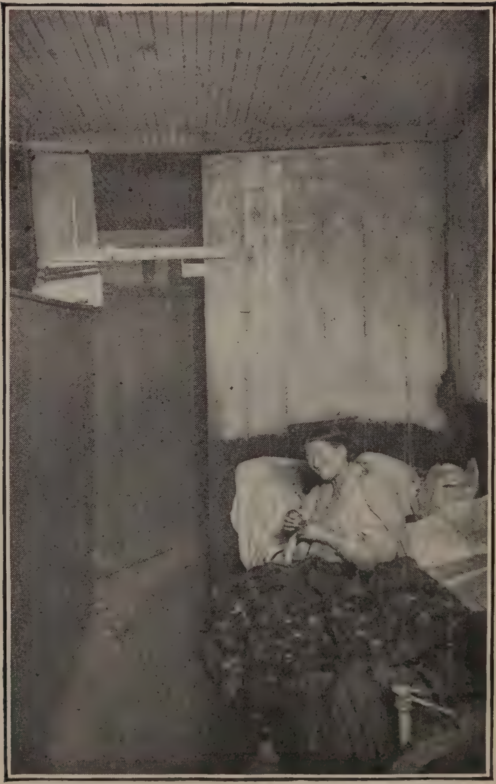
An association of persons who in making their purchases consider the effect of their choice of goods upon the community.

The act of shopping seems to many trivial and entirely personal, while in reality it exerts a far-reaching, often-repeated, influence for good or evil.

What special evils are we endeavoring to correct?

Evils produced by the selfishness or ignorance of buyers and sellers of the class who think only of profit to themselves without considering at whose expense they are gaining it. There are many such evils connected with the manufacture of clothing, and towards these in particular the efforts of the League are at present directed. The "sweatshop" method of contract and sub-contract forces down wages and lengthens hours of labor. In many cases shops and houses where work is done are filthy and ill-ventilated, thereby breeding disease which is easily transmitted through clothing.

The prices paid to home-workers are pitifully small; even in Boston women are making children's cotton dresses for 25 cents a dozen, children's woolen dresses with part lining and some trimming for 50 cents a dozen, women's wrappers for 60 cents a dozen, women's aprons from 12 cents a dozen upwards.



Woman dying of tuberculosis. She has wrapped about her the garment upon which she is sewing.

How does the League purpose to correct these evils?

Since business is a matter of demand and supply, we are trying to create a demand for goods made under right conditions.

Since merchants and manufacturers study our whims in matters of style, we can surely oblige them to respect our wish to promote fair and wholesome conditions for the workers.

The Consumers' League places a label on clothing made by manufacturers who maintain good workshops. (See label on cover.)

Every one interested should ask for clothing that bears the Consumers' League Label.

Are goods marked with the Consumers' League Label easily procurable?

Yes; fifty-nine manufacturers have signed contracts with the League and are thereby authorized to use the label.

Almost all the important stores in Boston, and many in other places in Massachusetts, now carry at least one, generally several lines of goods which bear the label. But only a few of the retail merchants are thoroughly convinced as yet that they are meeting a persistent demand of their customers by so doing. *Therefore the need of constant demand for these goods in the retail stores is unabated.* Our friends are, however, reminded that the girl behind the counter is not always informed about the character of the goods she sells. She often has labelled goods on her counter without knowing it, and on the other hand her assurance as to other goods being made under best conditions is no guarantee.

The label is the only efficient guarantee.

Home of a garment worker.

Why should I become a member of the League?

As an individual I am powerless to make an effective demand that the goods I purchase shall be made and sold under right conditions. As a member of the League my influence may be great.

What is my duty as a member of the League: or, how may I show myself to be an enlightened purchaser?

Pays bills.—An enlightened purchaser pays all bills promptly—that the employees may be paid regularly every week. This is always a duty; and it is of vital importance in the case of dressmakers, milliners, tailors, grocers and all small employers.

Avoids rush orders. — An enlightened purchaser gives no "rush orders" to tailors, dressmakers and milliners—that the employer may be under no temptaon to oblige a customer by breaking the law restrict- g the hours of labor of women and children ; and at employees may be under no pressure to take work their homes, so lengthening the working day un- ly and exposing the purchaser to the risk of con- acting whatever infectious or contagious disease ere may be in the homes of the workers.

Shops early. — An enlightened purchaser does her opping early in the day, and does not insist that er goods shall be delivered on the same day, declining receive anything after six P.M.—that the delivery- en and errand boys and girls may not be required to ork late in her service.

Christmas Shopping.—An enlightened purchaser does er Christmas shopping early in the season. Christ- as should mean peace on earth to all, but it means omething far different to those who as employees of etail merchants or of express companies must meet he strain of belated, congested shopping.

Avoids Saturday afternoon. — An enlightened pur- haser avoids shopping in the evening, and on Satur- ay afternoon—in order to promote the reasonable eisure of mercantile employees. Household orders, y telephone on Saturday afternoon to the butcher nd grocer, are the cause of much overtime work for lerks, delivery-men and boys on Saturday evening.

Looks out for Boys.—An enlightened purchaser re- rains from buying the newspapers from small boys, giving the preference to adult sellers ; and takes care that the grocer's boy, the milkman's boy and the boy who brings the daily paper are of the legal age for work. If a young lad is sent to the house late at night o deliver a telegram, message, special delivery letter, or express package, protest is sent to the merchant company employing him. In the case of spec delivery letters, protest is lodged, also, with the Pc master General.

Promotes work of Consumers' League.—An enlig ened purchaser gives the preference to goods beari the label of the Consumers' League.

◆

MANUFACTURERS AUTHORIZED TO USE TH LABEL.

APRIL, 1906.

MAINE.
- THE C. F. HATHAWAY CO., Waterville. Fine underwear.

NEW HAMPSHIRE.
- FRANKLIN MFG. CO., Franklin Falls. Underwear.
- IDEAL MFG. CO., Tilton. Wrappers, Skirts and Waists.
- MANCHESTER GARMENT CO., Manchester. Petticoats.

VERMONT.
- BRANDON GARMENT CO., Brandon. Wrappers.
- RICHMOND UNDERWEAR CO., Richmond. Children's Drav and Waists.

MASSACHUSETTS.
- BROWN, DURRELL & CO., Boston. Petticoats.
- THE GEORGE FROST MFG. CO., Boston. Skirt and Stock Supporters.
- CLARK MFG. CO., Boston. Skirt and Stocking Supporter

JORDAN MARSH CO., Boston }
C. F. HOVEY & Co , Boston } For order work in their o workrooms.

- J. J. BALFOUR, Boston. Petticoats.
- FRED A. HASTINGS, Boston. Petticoats.
- ELLIOTT MFG. CO., Boston. Shirtwaists and Petticoats.
- HOLDEN-GRAVES CO., Gloucester. Aprons, Tea Gown Wash Suits.
- COLUMBIA BATHING SUIT CO., Boston. Bathing Suits.
- LESTER MINTZ & CO., Boston. Petticoats.
- MRS. M. E. KELSEY, Boston. Petticoats.

Crown Mfg. Co., Boston. Petticoats.

Davis, Frank, Boston. Underwear, medium and fine.

W. H. Burns Co., Worcester. Underwear, medium and fine.

Green & Green, Worcester. Fine Underwear (Women's and Children's).

A. Israel, Worcester. Petticoats.

Wachusett Mills Co., Worcester. The Rubdry Towels.

Worcester Muslin Underwear Co., Worcester. Fine Underwear.

Randall Bros., Natick. Underwear, all grades.

Natick Underwear Co., Springfield. Underwear (Women's and Children's).

Priscilla Undermuslin Co., Springfield. Undermuslins.

Westboro Underwear Co., Westboro. Underwear.

Fairmount Underwear Co., Hyde Park. Underwear, cheap and medium.

Whitall Underwear Co., Lowell. Underwear, medium and fine.

Sircom Bros., Melrose. Petticoats.

Meyer Rosenfeld, Quincy. Wrappers, Dressing Sacques.

IODE ISLAND.

The Keach & Brown Co., Valley Falls. Fine Underwear, Curtains.

W YORK.

Gillette Skirt Co., Cortlandt. Petticoats.

Ladyware Co., New York City. Fine Underwear.

ker Underwear Co. { Peekskill, Tarrytown } Underwear, cheap and medium.

J. B. Goggin, New York City. Petticoats.

S. Corn, New York City. Petticoats.

Elmira Skirt Co., Elmira. Petticoats.

Utica Skirt Mfg. Co., Utica. Skirts.

The Wade Co., New York City. Corsets.

EW JERSEY.

Henry A. Dix, { Millville, Bridgeton } Wrappers.

Taube, Arlington. Underwear.

Mrs. E. C. Foote, Plainfield. Fairyland Dolls.

NNSYLVANIA.

A. L. Samuels, Philadelphia. Petticoats.

Middendorff Bros., Philadelphia. Fine Underwear.

J. B. Sheppard & Sons, Philadelphia. Fine Underwear.

MARYLAND.

E. Pohl & Co., Baltimore. Corsets.

OHIO.

The Wm. Taylor Sons & Co , Cleveland. Underwear.

MICHIGAN.

McGee Brothers Co., Jackson. Petticoats.

Jackson Corset Co., Jackson. Corsets.

Standard Underwear Co., Jackson, Grand Rapids. Fine Underwear.

Crescent Works, Ann Arbor. Corsets.

Saginaw Underwear Co., Saginaw. Underwear.

W. H. Allen Co., Detroit. Underwear.

ILLINOIS.

Marshal Field & Co., Chicago. Underwear, medium and fine.

George Lewis, Chicago. Underwear, medium and fine.

WISCONSIN.

Western Underwear Co., Oshkosh. Underwear, all grades.

Madison Underwear Co , Madison. Fine Underwear.

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A LIST OF THE LABELLED GOODS TO BE FOUND IN BOSTON STORES.

APRIL, 1906.

Large Variety of White Cotton Underwear. By W. & A. Bacon; Jordan Marsh Co.; Shepard Norwell Co.; Timothy Smith Co.; Murphy Bros., South Boston; R. H. White Co.

Some White Cotton Underwear. By Wm. H. Brine Co.; W. S. Butler & Co.; Chandler & Co.; E. W. Clark Co., Jamaica Plain; Falvey Bros. Co., So. Boston; E. M. & C. F. Fessenden, So. Boston; Hunt Bros.; E. M. Lane, So. Boston; Otis Bros., Newton; Pitts Kimball Co.; M. P. Sloan, Newton.

rge Variety of Misses' and Children's Underwear. By Byron E. Bailey & Co.; Shepard Norwell Co.; B. Sommer & Co.

me Misses' and Children's Underwear. By Wm. H. Brine Co.; Jordan Marsh Co.; Murphy Bros., So. Boston; Timothy Smith Co.

'ade Corsets. By Wade Co.

M. C. and Velvet-Grip Hose Supporters. By I. D. Allen & Co.; W. P. Bigelow & Co.; Wm. H. Brine Co.; W. S. Butler & Co.; Chandler & Co.; George Chandler; E. W. Clark Co., Jamaica Plain; Falvey Bros. Co., So. Boston; E. M. & C. F. Fessenden, So. Boston; William Filene's Sons Co.; Gilchrist Co.; Houghton & Dutton; Houston & Henderson; C. F. Hovey & Co.; Jordan Marsh Co ; E. M Lane, So. Boston; Murphy Bros., So. Boston; Otis Bros., Newton; Shepard Norwell Co.; Timothy Smith Co.; R. H. Stearns & Co ; R. H. White Co.

lannelette Gowns, Dressing Sacques and Petticoats. By W. & A. Bacon; Jordan Marsh Co.; C. F. Hovey & Co.; Timothy Smith Co.; R. H. White Co.

wo Piece Dresses. By W. & A. Bacon; Wm. Filene's Sons Co.; Jordan Marsh Co.; Murphy Bros., So. Boston; Susan E. Pettie; R. H. White Co.

lurses' Uniforms. By W. & A. Bacon; Jordan Marsh Co.; Shepard Norwell Co.; R. H. White Co.

:olored Petticoats. By W. & A. Bacon; Wm. H. Brine Co.; W. S. Butler & Co.; E. W. Clark Co., Jamaica Plain; Wm. Filene's Co.; Gilchrist Co.; C. F. Hovey & Co.; Jordan Marsh Co.; Murphy Bros., So. Boston; Otis Bros , Newton; Susan E. Pettie; Shepard Norwell Co.; Timothy Smith Co.; B. Sommer & Co.

Silk Petticoats. By Wm. H. Brine Co.; Wm. S. Butler Co.; Chandler & Co.; Jordan Marsh Co.; Wm. Filene's Sons Co.; Gilchrist Co.; Shepard Norwell Co.; R. H. White Co.

Wrappers. By W. & A. Bacon; Hunt Bros.; Jordan Marsh Co.; Murphy Bros., So. Boston; E. M. Lane, So. Boston; Susan E. Pettie; Shepard Norwell Co.; R. H. White Co.; Timothy Smith Co.

Rubdry Towels. Chandler & Co.; Gilchrist Co.; Houghton & Dutton; Houston & Henderson; C. F. Hovey & Co.; Jordan Marsh Co.; Noyes Bros.; Shepard Norwell Co.; Timothy Smith Co.; R. H. Stearns & Co.; R. H. White & Co.; I. D. Whitney & Co.

Aprons. C. F. Hovey & Co.

The National Consumers' League

now includes fifty-eight Leagues in twenty-one States. In California, Colorado, Connecticut, Georgia, Illinois, Iowa, Kentucky, Maine, Maryland, Massachusetts, Michigan, New Jersey, New York, Ohio, Oregon, Pennsylvania, Rhode Island, Utah, Vermont, Wisconsin.

There is a League in France with headquarters in Paris and in Holland, with branches at The Hague, Rotterdam and Amsterdam. There is a standing committee on the work of the League in Montreal.

Women's Clubs and other organizations may obtain speakers without charge except for travelling expenses on application to the Secretary.

The Consumers' League of Massachusetts.

The membership fee is One Dollar Annually; to be sent to the Treasurer, CHARLES LOWELL BARLOW, 4 Joy Street, Boston.

Larger donations are asked from those who have the means and interest to extend the work.

Additional copies of this leaflet may be obtained from the Corresponding Secretary, MISS J. F. BEALE, 4 Joy Street, Boston.

The Consumers' League of Massachusetts,
April, 1906.

MADE UNDER
CLEAN AND
HEALTHFUL
CONDITIONS
OFFICIAL LABEL
NATIONAL
CONSUMERS
LEAGUE
REGISTERED
USE OF LABEL
AUTHORIZED
AFTER
INVESTIGATION

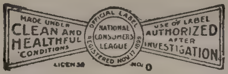
WHAT IS THE CONSUMERS' LEAGUE?

THE CONSUMERS' LEAGUE is an association of persons who in making purchases consider th effect of their choice of goods upon the community. The act of shopping seems to many trivial and entirely personal, while in reality it exerts a far-reaching, often repeated, influence for good or evil.

THE CONSUMERS' LEAGUE tries to correct evils caused by the selfishness or ignorance of buyers and sellers of the class who think only of profit to themselves at whatever expense to others it is gained. We have in the past bought ignorantly the product of sweat-shops and of child-labor in factories; we have bought impure food and many other things which an enlightened public opinion refuses.

THE CONSUMERS' LEAGUE tries to teach the public the injustice and inexpediency of such purchases; thus by lessening the demand for such products to make them unprofitable.

THE CONSUMERS' LEAGUE tries to point out goods of various kinds which should be given the preference.

THE CONSUMERS' LEAGUE places this label  on goods which have been made in clean, light factories where no work is given out to be made "at home," no children are employed, and the State laws are obeyed.

THE CONSUMERS' LEAGUE label may be found in all the leading Boston stores on certain articles of clothing. Ask for it and it will become more common.

THE CONSUMERS' LEAGUE needs you as a member. As an individual, you are powerless to make an effective demand for goods made and sold under right conditions. As a member of the League, your influence may be multiplied by that of the whole membership.

Annual dues $1.00, or 25 cents in group membership of four persons.

WRITE TODAY TO THE SECRETARY OF THE CONSUMERS' LEAGUE, 4 Joy St., Boston.

The National Consumers' League now includes 62 leagues in 20 states. France, Holland and Switzerland have each established a league. There is a Standing Committee for League Work in Montreal.

April, 1907.

(OVER)

HINTS ON THE CONDUCT OF AN ENLIGHTENED PURCHASER

MEMBER OF THE CONSUMERS' LEAGUE

PAY BILLS PROMPTLY that the employes may be paid regularly each week. The enlightened purchaser, always mindful of this duty, need not be reminded that it is sometimes a matter of "life or death" importance to the manager of a small business to collect the money due.

AVOID RUSH ORDERS to tailors, dressmakers, milliners, that the employer may not be tempted to break the law restricting the hours of labor of women and children, and that employes may not be tempted to take work home to do after hours at great disadvantage to their own health and to that of the purchaser whose garments may thus be exposed to contagious diseases.

SHOP EARLY that business may slacken before the closing hour, permitting employes to get home promptly and comfortably.

SHOP FOR CHRISTMAS EARLY IN THE SEASON. Christmas should mean peace on earth to all, but it means something very different to those who as employes of retail merchants or of express companies must meet the strain of belated, congested shopping.

AVOID SATURDAY AFTERNOONS, in order to encourage a universal half-holiday, which will allow workers to use Sunday to better advantage than can be the case when Saturday night brings excessive fatigue to them. Household orders by telephone on Saturday afternoon to butcher and grocer could generally be avoided by a little forethought.

LOOK OUT FOR THE BOYS. Do not buy papers of small boys, and take care that the grocer's boy, the milkman's boy and the boy who leaves the daily paper are of legal age for such work. If a small boy is sent to the house late at night with a message or parcel, make a protest to his employer.

PROMOTE CONSUMERS' LEAGUE WORK by giving the preference to goods bearing the Consumers' League label.

MADE UNDER CLEAN AND HEALTHFUL CONDITIONS
OFFICIAL LABEL NATIONAL CONSUMERS LEAGUE REGISTERED NOV. 17 1899
USE OF LABEL AUTHORIZED AFTER INVESTIGATION
LICENSE NO. 0

(OVER)

THE SECOND ANNUAL REPORT OF THE BOSTON TRADE SCHOOL FOR GIRLS

674 MASSACHUSETTS AVENUE
BOSTON

NOVEMBER 1906

THE SECOND ANNUAL REPORT OF THE BOSTON TRADE SCHOOL FOR GIRLS

674 MASSACHUSETTS AVENUE
BOSTON

NOVEMBER 1906

OFFICERS AND COMMITTEES OF THE SCHOOL

1906–1907

President, Miss Edith M. Howes

Vice-Presidents

Mrs. Mary Morton Kehew
Miss O. M. E. Rowe

Secretary, Miss Anna F. Wellington

Treasurer, Mr. Charles C. Jackson

Director, Miss Florence M. Marshall

Executive Committee

Miss Edith M. Howes
Mrs. Mary M. Kehew
Miss O. M. E. Rowe
Miss Anna F. Wellington
Mrs. Malcolm Donald
Miss Isabel Hyams
Miss Emily J. Ladd
Miss Ida M. Mason
Miss Frances E. Newell
Miss Annette P. Rogers
Miss Susan Upham

The Council

Active Members

Miss Alice A. Burditt
Miss Helena Dudley
Miss Marian C. Jackson
Miss Frances R. Morse
Mrs. Ellen Richards
Mrs. F. H. Ripley
and members of Committees

Advisory Members

Mr. Magnus W. Alexander
Miss Sarah L. Arnold
Miss Goldie Bamber
Mr. Charles Birtwell
Mr. William P. Fowler
Prof. Paul Hanus
Miss Agnes Irwin
Miss Sarah A. Lawrence
Mr. Robert A. Woods

Finance Committee

Miss Edith M. Howes
Miss Ida Mason
Mrs. Mary Morton Kehew
Mrs. Malcolm Donald

House Committee

Miss Emily J. Ladd, *Chairman*
Miss Isabel Hyams
Miss O. M. E. Rowe
Miss Frances Stern

Co-operating Committee with Womens' E. and I. Union

Miss Edith M. Howes
Miss Ida M. Mason
Miss Susan Upham

Visiting and Students' Aid Committee

Miss Eleanor Bramhall, *Chairman*
Mrs. Eben Dale
Miss Susan Hardy
Mrs. Butler Wilson

Art Committee

Miss Ellen S. Hooper
Miss Ethel Forbes
Miss Julia Mason
Miss Rose Lamb

Pioneers' Club Committee

Miss Anna F. Wellington, *Chairman*
Miss Elizabeth Bygrave
Miss Gertrude W. Fox
Miss Marjorie T. Gregg
Miss Susan M. Hallowell
Miss Frances E. Newell
Miss Margaret C. Coggin
Miss Ethel Dodd
Miss Emily F. Hunt
Miss Emily M. Richardson
Miss Louisa C. Richardson

DIRECTOR

FLORENCE M. MARSHALL

A. B. Boston University. Manual Training, Teachers College, Columbia University.

Assistant to the Director

HELEN G. FLAGG

A. B. Radcliffe College, 1905. Investigator for the Commission on Industrial and Technical Education, 1906.

TEACHERS

LANA M. BISHOP — Plain Sewing, Underwear.

Grade teacher, Grand Rapids, Mich., 1885-1902. Domestic Art diploma, Teachers College, Columbia University, 1904.

S. ELIZABETH CHICK — Dressmaking.

Formerly in charge of waist department with A. Gallaher & Co., Boylston Street

MARY V. CUNNINGHAM — Machine Operating.

Fifteen years experience as sample maker, and forewoman with manufacturers of shirt waists and underwear.

MARGARET A. FORAN — Advanced Sewing.

Domestic Art diploma, Pratt Institute, 1905. Teacher evening classes, Pratt Institute, Practical business experience, in dressmaking department, with Barnard, Sumner and Putnam, Worcester, Mass.

EMMA A. GIBSON — Millinery.

Designer for Gage Brothers & Co., Chicago, Ill. Manager and buyer for millinery department in Terre Haute, Indiana ; for H. B. Claflin & Co., N. Y.

A. GERTRUDE GOOLD — Domestic Science.

Simmons College certificate, 1905.

MRS. ELLA L. MAKER — Straw Machine Operating.

Twenty-two years experience in straw hat factories in Medfield and Boston.

GRACE W. RIPLEY — Design.

Normal Art School diploma, 1904.

ELLA J. SPOONER — Preparatory Course, Children's Clothing.

Graduate Framingham Normal School. Teacher Perkins' Institute for the Blind, 1896-1903. Simmons College, 1905-1906.

ELIZABETH E. N. TYLER

Graduate Colby Gymnastic Training School, 1905. Hydrotherapist at the New England Hospital.

GERTRUDE T. WATERHOUSE — Design.

Graduate School of Museum of Fine Arts, Boston. Design Department, 1905.

TRADE CLASS SHOPS

264 Boylston Street.

Millinery Class Shop

LYDIA R. MARSHALL, in charge.

Handwork Class Shop

MARY LOUISE FAYE, in charge.

The Boston Trade School for Girls.

In starting the Trade School for Girls, the Executive Committee were confronted with three questions:

First: Will the girls and their parents appreciate the value of trade training?

Second: Will employers give preference to girls who have been trained by the school?

Third: Will the public support the school until this form of education is undertaken by the State or some endowed institution?

In answer to the first question, we point to our overcrowded rooms at 674 Massachusetts Avenue and a long waiting list of girls eager to enter; to the training shops recently opened in connection with the Women's Educational and Industrial Union; and to Emmanuel House, where two rooms have been loaned us for domestic science and gymnastics.

In answer to the second question, we can say that we find no difficulty in securing places for our girls, and that last spring, during the busy season, seventy-three demands for assistants from thirty-one different employers could not be filled. Several girls placed in the spring were kept through the dull summer season. The machinery for straw hat making has been loaned us by a manufacturer who attends to all repairs and provides practice material.

The answer to the third question may be read in the Treasurer's report and the printed list of donors, though it will be impossible to do justice in any report to the generous cooperation of the Women's Educational and Industrial Union, Emmanuel House, and the intelligent personal service of many individuals.

The large gifts of a few have made possible the continuous work of the school through the summer, when there is an eight-weeks' course, the regular school year being similar in length to that of the public schools. The splendid growth of our institution and the endeavor of its director and teachers not only to train girls as trade workers but to fit them for efficient living in the home is fully described in the ensuing report. It is difficult, however, to put into print the spirit of happy labor, kindliness and enthusiasm that is manifest to those who visit the school.

We cordially welcome visitors, not only on the special days of exhibition and sales, but at other times, feeling sure that those who are already our friends will be stimulated by such visits to a larger generosity, and those who are not yet acquainted with the school will appreciate more truly our contribution to industrial education.

EDITH M. HOWES, President.

Report of the Director.

As Director of the Boston Trade School for Girls, I herewith submit my second annual report.

The past year has witnessed two movements of great significance to the cause of industrial education. In Massachusetts the Commission appointed by Governor Douglas investigated the needs of the State with a view to answering two important questions: Are the industries declining because there is lack of training for skilled labor? Are the children suffering because there is no opportunity to become skilled laborers? The work of the Commission led to the passage of a bill, creating a new Commission which should undertake the establishment of industrial schools throughout the state. In New York a Society for the Promotion of Industrial Education has been formed, which is national in character, and whose membership includes men and women representing both the business and educational interests of the country. The progress, therefore, of the last year would seem to indicate that the question is no longer, shall we have industrial education, but what form or forms shall industrial education take?

Essentials of Trade Training. With the growth of industrial civilization many forms of trade training will doubtless be undertaken. But certain essentials must underlie each type, whether it be given to the advanced student to prepare him for the technical professions, to the secondary school student to prepare him for the higher positions in the trade, or to the child who at present enters the ranks of unskilled labor as soon as his compulsory education is completed. There must be the development of a certain power of technique — ability to do; an understanding of the principles that underlie that technique — ability to think; a moral and physical development which will result in readiness to assume responsibility — ability to will. With these there should be such breadth of general knowledge and culture as will enable the individual to see the relation of his trade to the work of the world. The degree which can be reached in any or all of these essentials is dependent upon the amount of time given to the training. At present the pressing need seems to be for the children of fourteen who are entering the trades as unskilled workers, and since both parents and children must be convinced of the value of trade training, private enterprise has initiated short-course trade schools to prove that many children can be fitted to enter a better class of industries and advance more rapidly. In the short course the training in technique must be over emphasized in order to enable the child to be of any value to the trade — this to the detriment of the other essentials. But the eagerness of parents to give their children the short courses now offered leads to the belief that the longer and more desirable form of training will be accepted whenever the State is ready to offer it, and this will be of the greatest value in raising the standard of our work and our workers.

Upon this principle the Boston Trade School for Girls was established and the extension of the course is now proving feasible. Parents who felt that they could not forfeit their children's wages for more than three months have in many instances allowed the children to remain for six months, a year, and even longer.

Significant Facts. Before proceeding to a discussion of the progress of the year and the attempts to offer the essentials of trade training as far as the age of the girls, the shortness of

Simmons College, Tufts College, and the School for Social Workers, have visited the school accompanied by instructors for the purpose of studying the aims and methods.

10. Public school teachers and settlement workers have been of great assistance, especially by a movement to establish preparatory classes in various settlements, while the list of visitors reveals the interest of business men, students, and philanthropists.

11. The ethical results shown in higher ideals, nobler purposes, honest endeavors, a loyal attitude toward employers, and a spirit of helpfulness and joy in the home, are by no means the least satisfactory evidence of the importance of the school to the trade and to the community. (See letters from parents and girls, page 19.)

12. But the most important fact, the one which at this time should be most earnestly considered is *the necessity for enlarged quarters.* By borrowing accommodations at Emmanuel House for lunches, gymnastics, and recreation, by putting the office on the third floor in an 8x10 room, by forfeiting a room for executive meetings, and by crowding in chairs and tables, 80 girls are being accommodated at the beginning of the new year. At the close of the first week there was a waiting list of 20, and this has steadily increased. *A new building is essential to the success of the work.*

Attendance. Eighty-three pupils presented themselves for enrollment at the beginning of the second school year, but after a careful consideration as to utilizing every inch of space the building afforded, it was thought best to limit the number to 60. The overcrowding which the larger number necessitated meant that many important benefits to be derived from the training must be overlooked, and it seemed best to deal justly with the smaller number. Throughout the year 60 girls have been in attendance and there has been a constant waiting list. Absence of more than three days without a good excuse has meant a forfeiture of place to some one on the waiting list and this has resulted in a high per cent in daily attendance. Tardiness has steadily decreased as girls have learned that promptness and regularity were as necessary as good work for recommendation in the trades.

Self-Government versus Discipline. A very definite effort has been made to develop in the girls a spirit of helpfulness and a willingness to accept responsibility. The good trade worker must be reliable, responsible, and persistent in her effort to advance. To this end there is little enforced discipline in the school. The girls themselves have developed the rules of the workrooms as they have come to know the conditions under which the best and the most work could be accomplished. The pleasures of the recreation hour at noon have been discussed in relation to their helpfulness or hindrance to the day's work, and determined accordingly. One half hour each week has been devoted to suggestions for improvements in which the girls have freely taken part. Any weakness in the organization has been considered and an effort made to correct it. The object of all this is to help the girl to see that she makes or mars the conditions under which she works and increases or decreases her value accordingly. As a result a remarkably happy spirit has existed in the school life and there is a marked improvement in the quality and quantity of work done.

Trade Work — Dressmaking. A more systematic grading of the sewing has resulted in better training for both dressmaking and millinery. A preparatory course covering a period of two months and requiring a mastery of fundamental processes of both hand and machine sewing is given to each girl who enters either of these trades. For the girls who select dressmaking, courses in undergarment making, simple dressmaking, shirt-waists, shirt-waist suits, and fitted linings follow, and finally advanced dressmaking is given where every variety of style is executed and all kinds of expensive materials used. Girls placed from this department have taken positions as sleeve makers, waist and skirt finishers, and collar makers, commencing with a wage of $4.00 and $5.00, and in almost every case have advanced within a few weeks. One girl of 16, although the youngest in the workroom, was placed in charge of six skirt girls at the beginning of the second season. In spite of the training which a girl has received she may be obliged to start with overcasting, sewing on hooks and eyes, or other simple work, but the Trade School emphasizes the fact that each girl must prove her worth before she can make any demands upon the trade, and the one who can adapt herself to a variety of work when the rush comes is the one who will be promoted.

Millinery. For the girl who selects millinery, the spring and fall seasons afford custom work in which private orders are taken, and the dull seasons of summer and mid-winter are utilized for training in ready-to-wear winter and summer hats which offer excellent opportunities for development in speed. The interest taken by some of the wholesale houses has made possible a profitable connection with the wholesale trade. Positions were readily secured in the millinery departments of large stores, giving the girls long seasons of work and starting them with wages ranging from $5.00 to $6.00 per week. In one house a girl was immediately promoted to a position as assistant trimmer.

Machine Operating. Machine operating is taught not only as a separate trade but also as a part of the other sewing trades. This has proved satisfactory from two points of view, since ability to use power machines is of great value in dressmaking and wholesale millinery, and since interest has been created in machine operating as a trade. The girls placed from the machine operating department are in a variety of trades, such as shirt-waist factories, collar factories, and curtain factories, and are able to earn good wages. One little girl of fifteen, who seemed almost mentally deficient, is now, after 14 mouths at the school, earning $6.00 a week in the trade and helping to support a family of nine children.

Straw Hat Making. Straw machines have been introduced into the machine operating department and offer a new trade — that of the factory-made hat. In the straw hat factories the demand for workers is greatly in excess of the supply, although the wages are high and the conditions for work are excellent. All of the girls now ready to be placed are promised to one manufacturer who, having seen the work at the school, declares that they will be earning wages ranging from $9.00 to $15.00 before the season is over. Machines for this work were loaned to the school by one of the larger straw hat factories in the city, and materials, blocks, and other assistance has readily been given by different manufacturers.

Trade Class Shops. During the coming year an experiment is to be tried in establishing actual business shops where girls from the Trade School will be taken for a second year of training. These shops, one in millinery and one in children's clothing, will be conducted in co-operation with the Women's Educational and Industrial Union at 264 Boylston Street. Girls will receive wages according to their ability, and an effort will be made to help them to understand their market value, and to meet the demands of business. Immature girls will be taken for further development in character and skill, and special talents will be recognized and fostered.

Design, Domestic Science, and Physical Education. Every effort is made to see the relation of one department to another, and the study of design, textiles, hygiene, and domestic science has supplemented the specific trade training as far as the age of the girl and the length of the course will allow. Furthermore, daily assemblies for the discussion of practical problems have served as a stimulus to moral responsibility. While the first essentials of trade training have been emphasized in the trade work, — that is, ability to do and ability to think, — these supplementary studies have provided opportunity for the development of the other essentials, that is, ability to will, and ability to understand the relation of a particular trade work to the work of the world.

The art department has aimed to cultivate a sense of color and composition, and to develop the creative faculties as a basis for trade work. Application to trade problems has been accomplished by co-operation with the other departments. In plain sewing, spacing and grouping of lines has been applied to tucks and trimming on underwear. In dressmaking, specific problems which come to the department, such as designing of collars, waists, and costumes, have been attempted, and embroidery designs have been made for hats, stocks, belts, doilies, and dress trimmings. With the aid of an art committee the classes have visited museums and exhibitions of fine hand work, while beautiful fabrics and photographs have been supplied for class instruction. Suggestions gained from visits to shops, stores, and dressmaking and millinery establishments for ideas on practical designing have greatly enriched the course.

Limited space and the youth of the girls have made it impracticable to teach household service as a trade. Domestic science has, however, an important place in the school work, and its beneficial effect on the girls is shown in the school, in the home, and in the trade. Cleanliness, orderly and attractive service, an appreciation of the nutritive values of foods and the knowledge of how to prepare simple and wholesome dishes with few utensils and at small cost are making the girls more valuable as home-makers and as trade-workers.

The work in physical education, including frequent talks on personal hygiene, has aimed to help the girls to feel a sense of responsibility in the care of their bodies. Exercises of practical value have been given, the teacher having in mind the positions of the girls while at work at different trades, and anticipating the undesirable conditions often resulting from sedentary work. Free standing movements, wand and dumb-bell drills, esthetic dancing and games have been included in the gymnastics, while the inspiring effect of music has been appreciated and used frequently in connection with the exercises. By being required to execute carefully selected educational gymnastics, the girls have acquired the power to do with ease, grace, promptness, and accuracy what is demanded of them in the trade. The value of fresh air, regular bathing, proper food, comfortable clothing, and sanitary dwelling places has been so impressed upon them, that they follow the suggestions made and frequently ask questions pertaining to the betterment of their conditions. They realize that they will be more valuable to their employers if they are well, and that health depends on hygienic living.

To the earnest and efficient service of the teachers and their splendid co-operation, which has been the watchword of the year, the progress of the work is due.

Pioneers' Club. The Pioneers' Club formed last year has been of inestimable value in holding the girls together after they have entered the trade and in extending the influence of the school. Bi-monthly meetings have been held for class work in English literature and composition. A glee club has been formed and occasional evenings are devoted entirely to pleasure. A group of Radcliffe College graduates has supervision of this club, and is carrying on the work with much enthusiasm, contributing many of the more refined influences, and aiding in the maintenance of high ideals.

Expenses. An accurate estimate of the per capita rate for the past year can be given, as the number in attendance has been constantly at a maximum. The cost has been a little less than $150 per pupil for the entire year of twelve months. It is difficult to see how this seemingly high rate could be substantially reduced. The specialized training necessitates teachers of a high grade of efficiency and these command high salaries; the need of approximating trade conditions, that is, long hours, buying and preparations of materials, and dealing with customers necessitates a larger number of teachers; the individual and intensive character of the work demands small classes. A high per capita rate is more than justified, however, when one year of training means that a girl can enter an industry where she can become a skilled worker and where she can earn a wage sufficient for self-support. In a longer course, where academic and class work could be given, the expense per pupil could be somewhat lessened.

Trade Orders. A marked improvement has been shown in trade orders during the past year. The grading of work in the sewing department, and the additional time given to training on both foot and electric power machines have been of great value. A more thorough mastery of the fundamental processes has resulted in a higher standard for the order work. Without the order work the school could not approximate the actual trade conditions. It is, however, used only as a means to an end, the end being the production of the efficient worker. The School must always be in a position to refuse orders which mean unnecessary repetition of processes, or which take so much of a teacher's time that each pupil cannot receive proper attention. This year the cost of all materials and a small percentage of the general expense has been met by trade orders. (See Treasurer's report, page 24). The following gives the cost of supplies and the income from each department:

Departments	*Cost of supplies*	*Receipts from sales*
Dressmaking	$697.88	$1182.13
Plain Sewing	271.17	213.73
Machine Operating	154.50	229.44
Millinery	991.51	1915.86
Design	58.01	
Domestic Science	23.23	
Miscellaneous		25.93
Total	$2196.30	$3567.09

Beginning with September, 1905, each girl paid 10 cents per week for materials used in Domestic Science, and this covered the cost of a hot dish for luncheon each day.

General Results. At the close of the second year it is possible to determine something of what the school has meant to the girls who have entered the trades. The appended table, based on reports from those already placed, will show positions held, advance in both wage and position, time in trade, age of workers, length of training, and record in school. But perhaps no more satisfactory comment upon the success of the work can be made than that which is to be found in the expressions of girls and their mothers as given in the following extracts from letters written to the Director:

NOTE. The English in these letters is changed in some places, as they are not given as examples of letter writing but merely as evidence of the girl's attitude toward the school, her progress in the trade, and the appreciation of parents. It must be remembered that letters are received from the more intelligent parents.

Letters From Girls.

1.

I thought you might be interested to know that I am again at —— for the fall season. . . . I am now to be assistant to the head trimmer. . . . I shall never forget what the Trade School did for me, and hope some day I may be able to do something for the School.

(This girl has been out of the Trade School six months and is now receiving $7.00 per week.)

2.

Last week Miss —— told me that I was doing well in my work and would raise me this month, and then if I work hard and do my work quicker and still have it nice I shall have another raise the next month. So next month I expect to get $5 a week through hard work from now on. I haven't worked any on waist linings for two weeks. I have been working with the waist designer doing tucking on veilings, muslins, silks, and fagotting lace insertion and tucking together to make yokes. I am liking my place very much.

(This girl was raised to $6.00 after four months of work.)

3.

I am glad to say I am getting on well with Miss —— so far as I know. . . . The first two weeks I got $4.00 a week, and after that $5.00. . . I make all the collars for the waists and when I am not doing that I help on the waist finishing. But when the skirt girls are rushed and I have my collars all made I help on the skirts. I also work on sleeves when the sleeve girls are rushed. . . . I thank you all for what the Trade School has done for me.

4.

. . . . I am still with Miss —— and like the work very well. When I first went there I worked with a girl who made linings and I had all the linings to bind. I did all the finishings on the waists, sewing on hooks and eyes. I now work with the lady who drapes the waists and I make all the collars and girdles, and do a good deal of the outside sewing after the waist has been fitted and the alterations made. I also sew on trimmings. I get $5.00 a week.

(This letter was received two months after the girl had taken the position.)

5.

I am getting along very good. . . . The forelady told me that I did excellent work for a girl that had never worked on lace curtains before. . . .

(This girl was earning $8.00 at machine operating before she was fifteen years old.)

6.

I received a letter from The —— Waist Company saying I should call on Jan. 2. I came in the next morning. I started to work and tried my level best. I feel very happy that I can make $4.50 a week.

(This girl was brought to this country when eleven years old, and placed at work by her father, who had presented a fraudulent age certificate.)

Letters From Mothers.

1.

I want to write to you to thank you for your interest in ——. She likes her place very much, and the forewoman is going to allow her to learn waist finishing. . . . I think the Trade School is a great thing for girls such as ——, and I hope it will continue to be a benefit to other girls. I write this because I feel very grateful for what has been done. . . .

2.

. . . . I am much pleased at the interest shown by you in ——. As I am the sole support and wage-earner for a family of five children, I appreciate so much the chance given —— to become self-supporting, and I know that in later years she will, too. . . . I am surprised to find how much she has learned about cooking. She cooks something new every Sunday morning. . . .

3.

Please accept our thanks for allowing —— to make her beautiful dress. Mr. A—— and I are so pleased with it, and are glad that she has improved so much during the past year. She has settled down to the knowledge that life has a serious side to it. I am afraid that she has tried your patience sometimes by being tardy, but she has tried very hard to be on time. . . . In various ways she has learned good lessons which will be of use to her later in life. . . .

(This girl, a colored girl, entered Pratt Institute, with the aid of friends, after a year at the Trade School, making an excellent record in her work.)

Necessity For Enlargement.

The growth of the year has been such as to warrant the attention and support of a much larger number of people. The building has become so crowded that it is difficult to carry on the work to the best advantage. Yet it seems impossible to turn away earnest girls who are simply asking for an opportunity to earn an honest living. Keen disappointment is expressed by mothers who bring their girls to the school only to be told that there is no room for admission. As one mother expressed it, "The only thing I can do is to put her in the store as a cash girl and I don't like to do that. Why are there not more schools for girls who have to work, as well as for girls who can go on to High School?" The Trade School does not exist to take girls away from the home and put them into the shops, but recognizing that under present conditions girls are going into some form of industry it aims to train for the better type where growth in womanliness and character is possible, believing that a girl who spends her working years to good advantage will be better either in the home or in society.

Respectfully submitted,

FLORENCE M. MARSHALL.

Table Showing Record of

The School has endeavored to keep a record of all girls who have gone from it into the trade, including those not placed by the School. It shows:

1. Where the wages are low either the time at the School has been short, or the record is poor, or the industry entered is unskilled.
2. In general the longer time at the School has resulted in a larger initial wage.

No.	Age at Entrance	Public School Grade	Nationality	Time in B. T. S.	Estimate of Ability after 1 mo.
1	16	Grad	American	11 mo	Very poor
2	15	1 H. S.	Swedish	11 mo	Fair
3	17	Grad	American	6 mo	Fair
4	16	Grad	German	12 mo	Good
5	14	Grad	Irish	14 mo	Poor
6	16	Grad	Irish	11 mo	Fair
7	16	2 H. S.	Irish	12 mo	Good
8	16	8 Gram	Irish	9 mo	Good
9	15	Grad	American	8 mo	Good
10	15	Grad	Irish	3 mo	Poor
11	15	2 H. S.	American	1 mo	Good
12	16	Grad	Irish	2 mo	Poor
13	16	Grad	Colored	11 mo	Fair
14	17	Grad	Colored	8 mo	Good
15	15	Grad	Irish	7 mo	Good
16	15	8 Gram	Irish	9 mo	Good
17	15	8 Gram	Irish	9 mo	Poor
18	16	Grad	Irish	6 mo	Fair
19	18	H.S.Grad	American	8 mo	Good
20	16	2 H. S.	Irish	12 mo	Good
21	16	2 H. S.	American	3 mo	Excellent
22	16	Grad	Irish	6 mo	Poor
23	15	1 H. S.	French	7 mo	Good
24	14	Grad	German	6 mo	Fair
25	16	2 H. S	American	1 mo	Fair
26	17	1 H. S.	Colored	10 mo	Poor
27	14	5 Gram	Irish	3½ mo	Very poor
28	18	Grad	Canadian	5 mo	Very poor
29	16	1 H. S.	Irish	9 mo	Fair
30	16	Grad	Irish	3 mo	Very poor
31	14	7 Gram	Irish	9 mo	Poor
32	14	6 Gram	Jewish	3½ mo	Very poor
33	16	9 Gram	Irish	8 mo	Fair
34	19	8 Gram	Scotch	4 mo	Fair
35	16	Grad	Irish	11 mo	Fair
36	15	8 Gram	German	13 mo	Poor
37	15	7 Gram	Irish	8 mo	Poor

Girls Placed in Trades.

3. Pupils who were unpromising at the start have often developed a high grade of ability.

This table was prepared for the Commission on Industrial and Technical Education for the purpose of comparing the advance in wage of the child who has had a trade school training with the shop trained and the unskilled worker.

Estimate of Ability on leaving.	Trade Entered	Time at Trade	First Wage	Advanced Wage
Very good	Dressmaking	12 mo	5.00	7.00
Very good	Dressmaking	12 mo	4.00	6.00
Fair	Dressmaking	10 mo	4.00	4.00
Excellent	Dressmaking	1 mo	6.00	
Good	Dressmaking	1 mo	4.00	
Good	Dressmaking	13 mo	4.00	4.00
Excellent	Dressmaking	1 mo	6.00	
Very good	Dressmaking	9 mo	5.00	6.00
Excellent	Dressmaking	12 mo	6.00	7.00
Poor	Millinery app'tice	12 mo	0	3.00
Good	Dressmaking Office work	20 mo	3.50 6.00	6.50
Poor	Stock girl	23	4.00	6.00
Good	Dressmaking	10 mo	4.00	5.00
Excellent	Dressmaking	7 mo	3.00	6.00
Excellent	Dressmaking	7 mo	4.00	6.00
Excellent	Dressmaking	6 mo	6.00	7.00
Poor	Chocolate factory	6 mo	5.00	
Good	Dressmaking Decorating	6 mo	4.00	5.00 7.00
Excellent	Dressmaking	7 mo	6.00	7.00
Excellent	Dressmaking	1 mo	6.00	
Excellent	Dressmaking	12 mo	6.00	9.00
Poor	Dressmaking	5 mo	3.50	4.00
Very good	Dressmaking	10 mo	5.00	6.00
Good	Dressmaking	6 mo	3.00	5.00
Fair	Office work	6 mo	3.00	4.00
Very good	Pratt Institute	2 yrs. course		
Very poor	Department store	12 mo	2.50	2.50
Very poor	Pickle fact'ry Housework	9 mo	4.00 2.50	
Very good	Dressmaking	8 mo	5.00	6.00
Very poor	Department store	18 mo	3.00	3.00
Poor	Department store	14 mo	3.50	3.50
Very poor	Dep't store Piano fact'ry	12 mo	2.50	3.50
Fair	Dressmaking	16 mo	3.00	4.50
Good	Dressmaking	20 mo	4.00	9.50
Fair	Dressmaking	9 mo	4.00	5.00
Fair	Dressmaking	5 mo	4.00	4.50
Very good	Dressmaking	16 mo	3.00	5.00

Table Showing Record of

No.	Age at Entrance	Public School Grade	Nationality	Time in B.T.S.	Estimate of Ability after 1 mo.
38	15	1 H. S.	Irish	4 mo	Good
39	17	7 Gram	German	8 mo	Fair
40	14	7 Gram	Irish	12 mo	Poor
41	15	Grad	Irish	11 mo	Poor
42	14	Grad	Irish	11 mo	Good
43	14	Grad	German	8 mo	Fair
					MILLINERY
1	15	Grad	Jewish	7 mo	Poor
2	16	Grad	Irish	5 mo	Fair
3	16	Grad	Irish	9 mo	Fair
4	18	H. S. Grad	American	8 mo	Good
5	15	H. S. Grad	Irish	2 mo	Fair
6	16	1 H. S.	Irish	4 mo	Very poor
7	17	8 Gram	French	10 mo	Good
8	16	7 Gram	Irish	2 mo	Poor
9	14	7 Gram	Jewish	8 mo	Poor
10	16	Grad	American	6 mo	Good
11	16	Grad	Jewish	8 mo	Good
12	15	6 Gram	Jewish	5 mo	Very poor
13	14	Grad	Irish	8 mo	Good
14	19	Grad	Irish	7 mo	Fair
15	16	8 Gram	Irish	12 mo	Poor
16	16	Grad	Italian	4 mo	Poor
17	15	Grad	Jewish	4 mo	Fair
18	15	8 Gram	American	11 mo	Fair
				MACHINE	OPERATING
1	14	Grad	Irish	2 mo	Good
2	14	Grad	Jewish	5 mo	Poor
3	14	6 Gram	Irish	15 mo	Very poor
4	16	6 Gram	Jewish	4 mo	Fair
5	15	Grad	Irish	7 mo	Fair
6	17	Grad	Irish	8 mo	Fair
7	18	1 H. S.	Irish	1 mo	Fair
8	15	7 Gram	Irish	4 mo	Fair
9	16	Grad	German	1½ mo	Good
10	19	Grad	Colored	3 mo	Good
11	14	Grad	German	2 mo	Good
12	17	6 Gram	Irish	4 mo	Poor
13	17	1 H. S.	Irish	6 mo	Fair
14	16	Grad	Irish	3 mo	Fair
15	14	Grad	Irish	8 mo	Good
16	14	Grad	Irish	4 mo	Fair
17	16	8 Gram	American	2 mo	Good

Girls Placed in Trades—continued.

Estimate of Ability on leaving	Trade Entered	Time at Trade	First Wage	Advanced Wage
Good	Not placed by the School	12 mo	2.00	?
Fair	Dressmaking Mending textiles	11 mo	3.00	9.00
Very good	Dressmaking	12 mo	4.00	5.50
Good	Dressmaking	12 mo	5.00	5.00
Good	Dressmaking	13 mo	4.00	5.00
Good	Dressmaking	18 mo	3.00	6.00
DEPARTMENT				
Excellent	Millinery	8 mo	5.00	7.00
Good	Millinery	14 mo	3.00	5.00
Good	Millinery	5 mo	5.00	6.00
Excellent	Millinery	7 mo	6.00	7.00
Fair	Dressmaking	15 mo	3.00	3.00
Very poor	Office work	16 mo	3.00	4.00
Excellent	Millinery	7 mo	5.00	8.00
Poor	Department store	9 mo	3.00	3.00
Poor	Department store	6 mo	3.50	3.50
Good		7 mo	3.00	5.00
Good	Millinery	8 mo	3.00	5.00
Very poor	Department	15 mo	3.00	3.00
Good	Millinery	16 mo	3.00	6.00
Fair	Millinery	16 mo	3.00	4.00
Poor	Millinery	5 mo	3.00	4.00
Poor	None	15 mo		
Good	Millinery	16 mo	3.00	11.00
Fair	Millinery	9 mo	3.00	6.00
DEPARTMENT				
Good	Dressmaking	12 mo	2.50	2.50
Poor	Candy factory	11 mo	3.00	3.00
Very good	Machine op	6 mo	4.00	6.00
Good	Machine op	14 mo	4.50	5.00
Good	Machine op	8 mo	4.00	5.00
Very good	Machine op	12 mo	4.00	6.00
Fair	Department store	21 mo	6.00	6.00
Good	Dressmaking	18 mo	3.00	4.00
Good	Machine op Carpet factory	22 mo	2.00	4.00
Good	Decorating	22 mo	7.00	11.00
Good	Machine op	22 mo	4.00	4.00
Good	Office work	18 mo	3.50	4.00
Very good	Machine op	24 mo	3.00	9.00
Good	Machine op	15 mo	4.50	4.50
Very good	Machine op	10 mo	4.00	6.50
Good	Machine op	18 mo	2.50	4.50
Good	Machine op	20 mo	4.00	4.50

Receipts and Expenditures, Boston Trade School For Girls

June 30th, 1905 to July 15th, 1906

Receipts		*Expenditures*	
Cash on hand		Salaries	$7,616.12
June 30, 1905	$1,986.22	Supplies	2,196.30
Donations	9,201.00	Equipment	421.52
Sale of Work	3,567.09	Wages	732.63
Interest	33.68	Rent	600.00
Rent	100.00	Repairs	169.13
		Printing	311.27
		Miscellaneous	148.86
		Maintenance	347.05
			12,542.88
		Cash in Bank	
		July 15, 1906	2,002.71
		Cash with	
		Miss Marshall	342.40
	$14,887.99		$14,887.99

October 6, 1906.

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THE EFFECT OF INDUSTRY ON HEALTH.*

BY WILLIAM C. HANSON, M.D., CAMBRIDGE.

THE recent investigation of health conditions of industrial life by the State Board of Health of Massachusetts is the first definite step in the development in America of industrial hygiene. For this step credit belongs to the promoters of the necessary legislation, to the legislatures of 1904 and 1905, to our efficient State Board of Health, but most of all to the secretary of the board.

No legal provision was made requiring the employment of scientific men for the investigation, but Dr. Charles Harrington, realizing the importance of preventive medicine and, therefore, of encouraging specialization in sanitary work, saw that just as an expert may trace typhoid fever to a polluted water supply of a workshop, so one versed in medicine and hygiene may trace chronic lead poisoning to improper devices for the removal of lead fumes from furnaces containing kettles of molten lead. In fact, Dr. Harrington even went so far as to announce to one of his classes in hygiene in the Harvard Medical School that only graduates of medicine or those receiving degrees on Commencement Day would be eligible for the work.

Moreover, no legal provision was made for the careful consideration of conditions from a commercial point of view in connection with the hygienic investigation, yet one of the points insisted upon by the secretary of the board was that no injustice should be done to employers.

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* Read at the regular meeting of the Monday Evening Club, Feb. 18, 1907.

In short, an attempt has been made to establish the factory inspection work on a scientific basis. In order to do this, it has seemed clear to the State Board of Health that special pains should be taken to assure the employers that the work is not only free from anything underhanded, but that it is of such a nature as to enlist their hearty co-operation.

The subject of industrial hygiene is at once broad and complex, and the brief time allowed for the investigation has permitted only a preliminary basis for further study and development. At the same time, a sufficient number of establishments has been examined in several industries to warrant certain definite recommendations to the legislature providing for a more efficient protection to the health of the operatives than now exists.

Without entering into details it is necessary before considering our subject to define carefully just what is meant by " dangerous trades." One of the first things which ought to be done for the good of all is to revise the lists of the so-called " dangerous trades." A feature strongly to be condemned is the enumeration of a large number of occupations as being more than others conducive to disease, without discriminating between an entire industry, the greater part of which may be conducted within reasonable limits of safety, and the few trades which from their very nature are intrinsically dangerous. Moreover, with any classification there is need of an accompanying table of some sort to show that other causes as well as occupations have to be reckoned with.

Charts are arranged, and are frequently placed in the most conspicuous parts of exhibition halls, to show by their hideous black lines the death-rate from consumption of men in various occupations. Do the persons responsible for such displays realize that they are producing mental pictures in the minds of the young which are immeasurably wrong and difficult to erase? Do they not forget that overcrowded localities, such as the slums of large cities, furnish all the conditions which favor a high mortality, *viz.*, " unsanitary dwellings, immorality, intemperance, high birth-rate, carelessness, ignorance, filth and improper and insufficient food "?

There is no question but some of the highest death-rates occur in manufacturing communities and that unsanitary conditions in industrial establishments are to a certain extent responsible; but it is undeniably true that the number of occupations, referring to the trade as a whole, which are directly accountable for ill-health and disease — at least in the State of Massachusetts — are few.

This fact by no means lessens the importance of protecting the health of our employees in workshops, and of protecting the public in their daily contact with the working people. It does, however, suggest that it is time to call a halt on the custom of stamping with condemnation many of our industries merely because of those trades which make up the dangerous minority and because of the recognized harmful conditions which, while existing, are readily amenable to law and an effective governing body.

From a sanitary point of view all industrial conditions may be classified for practical purposes into two main groups, as follows: .

I. Conditions which arise from the industry.

II. Conditions which are in no way connected with the industry, — that is to say, conditions which are not indispensable to an industry.

Among the first group of conditions are dangers which are direct and obvious in their effects upon the health of the workers: some of these dangers, are avoidable; others are to a certain extent avoidable; while others are entirely unavoidable.

An example of unavoidable conditions may be found in the textile industry — an industry much abused by health critics who complain of the effects of textile processes upon the health and welfare of the workers. At times, for instance, in the carding-room of a cotton mill, the cotton dust, although always present to some extent, flies about the room like snowflakes and covers the hair and clothes of the workers. The reason is that the metal-toothed cylinders become clogged from time to time with waste fibers and need to be cleaned. It is the cleaning that scatters the dust. Attempts have been made, with more or less success, to obviate this objectionable feature, but until the machine manufacturers shall devise some practicable means for getting rid of the dust we must not blame the employers.

I am not saying that cotton manufacturers cannot improve present conditions; they can improve them, and they ought to be compelled to do so, but we must distinguish carefully between the changes which the employer cannot reasonably be expected to make for his employees at the present time and the changes which, regardless of his wishes, can be made and ought to be made.

It should be remembered that our best mills, with their large, well-ventilated workrooms, and the older mills which are under the ablest supervision, are progressively attacking from a commercial point of view the very problems which go hand in hand with improved hygienic conditions.

The emphasis of danger, therefore, should be placed not upon the textile industry as an industry but upon those departments wherein the dangers arise.

An example of the *avoidable dangerous* conditions incident to an occupation was seen in a large wire manufacturing establishment containing, among other departments, a room for tempering wire. After the men harden the wire by running it into the crude oil, it is passed through kettles of molten lead inside the tempering furnaces to be "tempered." The lead is heated to the melting point and the wire is drawn through, heated red hot. In this room there were found a number of tempering furnaces where the work was conducted as described. The room was uncomfortably hot and was filled with a dense blue smoke arising from the furnaces. One employee, who had been here for thirteen or fourteen years, showed on examination distinct evidence of chronic lead poisoning, and on questioning him it was found that four years previous he had what is known as the "wrist drop," and that he had suffered from other symptoms of lead poisoning. Three or four other cases of lead poisoning were reported as originating in this room; one employee of five years' standing had been a lumberman, robust and healthy; he now presented symptoms of chronic lead poisoning. All of the employees in this room worked eleven hours a day and had irregular hours for eating. There were no rules concerning the duties of the employers or those of the persons employed in order to avoid this serious danger. On the contrary, the hoods and blowers and top ventilators for the lead and other fumes were found to be distinctly inefficient, and over one large furnace there was no protection of any sort, — the appliances having been broken years before and none renewed, so that all the fumes mingled at once with the air of the room.

The more important of the two groups of conditions for our consideration this evening is the second —which includes those conditions that may give rise to injurious results because of the disregard of proper hygienic precautions. It is this class of conditions which is mainly responsible for the means of spreading disease in our workshops; and it is this class of conditions, which exists more or less in every industry, which is responsible for branding so many trades as " dangerous," which so far as the processes are concerned are perfectly harmless! It is the very same group of conditions which exists in the homes of the working people.

The improvement of sanitary conditions in workshops is the great problem confronting us to-day. Its solution will prove to be the connecting link between the community work on the one hand and the social service and hospital work on the other; and equally energetic action is demanded for the protection of the working people in industrial establishments as for the protection against diseases caused by the distribution of impure and dirty milk. In both cases the welfare of the public is inevitably involved.

There is no better illustration of bad workshops, and of the unnecessarily foul conditions in the state of Massachusetts to-day than our bakeries. Bakers, again, are notoriously classed in the list of workers most subject to disease. But why? The reason is simply because the majority of rooms in which baking is done in our Commonwealth do not deserve the name of " bakerooms." Cellars, back storerooms, rear tenement quarters and sheds are by no means the exception, and so many of these contain toilet and dressing-rooms that one accustomed to examining them carefully becomes compelled to think of dressing-room and bake-room as one and the same.

In some of the largest cities in this state two thirds of the bake-rooms exist under conditions which are decidedly unhygienic and unsanitary. In one city two fifths of the bake-rooms show conditions which are thoroughly bad, and half of these have water-closets which are literally within or communicate with the bake-rooms! It would not require much imagination to suggest the possibility of an outbreak of typhoid fever from direct infection through the food substances handled by an employee who had become infected by contact with the stool of the original case, or himself had become infected with the disease. Even if it is urged that baked goods have been subjected to a cooking process, the employee who handles them after they are cooked may have become infected through the original case. Outsiders, too, not uncommonly frequent the bake-rooms, and it is not too much to suppose that — as the water-closets are so handy — an epidemic might arise from such a source. At all events, a water-closet in or near a bake-room is positively uncalled for; it is filthy; and it is a gross violation of common decency.

Legislation should be enacted and enforced to remove not only all water-closets which are within or communicate with the bake-rooms in this Commonwealth, but those water-closets which lead out of bake-rooms, whether by one door or two doors, provided they are situated in close proximity to the bake-rooms.

The enactment of legislation, however, does not relieve us of our most important duty. It is by buying our bread of bakers who keep themselves clean and keep their rooms clean, and by refusing to patronize slovenly men who do their baking in rooms which are unfit for toilet-rooms, that we can do most to correct existing evils.

I recall a bake-room of the most deceptive type. A very attractive front store with its display of baked goods faces the sidewalk. As we enter the store the picture is a pleasing one. There is a new maple floor, the walls are sheathed with wood, and the ceiling is adorned with a fancy tin sheathing. Everything is in the open and is clean and neat. Now let us take a look into the room where the food products are kept and handled. It is situated in the rear in a back yard. It is an old room, low-studded, with a smoky and more or less broken plaster ceiling. The floor is old and dirty, and between the boards are large cracks filled with accumulated dirt and food materials. Beneath the oven and around and under the sink the amount of dirt is especially noticeable. A table near the sink is filthy. The light in the room is poor, and gas jets are made use of on cloudy days. The room is small and has several occupants. A trap door leads to the cellar, which contains — in addition to food stuff — thick masses of cobwebs, various kinds of dirt, and a foul water-closet.

It has been said that many conditions affect the health of bakers, *e.g.*, exposure to excessive heat, to the smoke in doughnut frying, to the constant smell of foods, the irregular hours for eating, flour dust, gas from burning coke, and the long indoor confinement. Any one who realizes that men are working under these conditions and in basements which are unventilated and absolutely foul need not wonder that bakers have a lowered resistance to disease and are especially prone to consumption.

Let us enter one of these bake-rooms; a subterranean kitchen which is, roughly, about 60 x 20 feet and low-studded. The poorly-lighted room necessitates the use of several gas burners throughout the day. The air is foul. In the room is a baker who has been in the business twenty-eight years, and in this shop thirteen years. He gives every appearance of a consumptive and admits that he has "some lung affection" and that he "raises something," and he is seen to spit upon the bake-room floor. This man's mother, four sisters and two brothers, all died of consumption. He has a brother living. The man says that he works in this dark, unventilated cellar from half past four in the morning until three or four o'clock in the afternoon, and that he goes out-of-doors only for about one hour out of every twenty-four hours. There are in this same room four other men and a boy.

But I would not have you leave to-night without the knowledge that some of the bakeries present entirely satisfactory conditions from a sanitary point of view. Of over 500 bakeries and similar establishments visited, 55 are in this class, and 11 of the 55 deserve special commendation.

Throughout the investigation of the State Board of Health the underlying principle has been to condemn where there is wrong but to praise where good work is done, and in nearly every industry investigated, including those properly regarded as "dangerous," it was found that "one at least and sometimes not a few establishments were carried on with satisfactory regard for the health of the working people."

All the establishments visited have, so far as possible, been graded from a sanitary point of view. In one or two of the largest industries the plants have been compared and classified with reference to age and construction of buildings, the grade and amount of stock used in them and the processes in vogue.

There are four distinct grades of establishments: the excellent, the good, the moderately bad and the distinctly bad.

In addition to the examination of the factories, attention has been given to the welfare of the industrial community. Thus the attempt has been made to initiate a well-defined system of factory inspection resting upon a scientific basis.

To summarize briefly what has been said, you have had called to your attention three main points. The first is that the initial step taken in the study of industrial hygiene shows ample proof of the need of physicians to specialize in sanitary work. Disease may spread not only through water and milk, but through the overcrowding and otherwise bad and unsanitary conditions in homes, factories and workshops; and equally energetic action is demanded for the protection of the working people in industrial establishments as for the protection against diseases caused by the distribution of dirty milk, since in either case the welfare of the public is involved.

It is your duty to encourage specialization in sanitary work, for preventive medicine is of greater importance to the people at large than is curative medicine. I quote from a writer in the *American Journal of Public Hygiene:* "No such encouragement exists at the present time. The medical man who chooses to take up a special line of work should feel that he is making an upward step in his professional life. The medical man who is bold enough to step out of general professional work into the position of a sanitary executive — state or municipal — is, as a rule, placing himself in the hands of politicians who rarely appreciate the importance of the responsibilities resting upon them in dealing with sanitary problems."

The second point upon which emphasis has been laid is in behalf of the industries and the employers. The emphasis of danger in relation to a given industry should be placed where it belongs. If only one department of an industry is dangerous, the entire industry must not be condemned. Again, the harmful conditions commonly associated with many industries should not be so tabulated as to make it appear that the industries themselves are at fault.

So far as the employers are concerned, you should have the following considerations always before you:

First, that the employer, hampered by the nature and peculiarities of an industry and its processes, and by existing social conditions, may find that there are some things which he cannot do for his employees at the present time.

Second, that the employer finds that there are some things which he can do for the comfort of his employees to his own advantage, and

Third, certain conditions, regardless of the employer's wishes, directly or indirectly affecting the health or safety of the employees, can and ought to be changed.

Fourth, that while the employee is usually ignorant of the dangers to which he is exposed, and neglects to take necessary precautions, he may be subjected to conditions admittedly dangerous to health which though avoidable, are overlooked by his employer as well.

Finally (the third main point referred to) you must always consider whether outside influences may affect the health of an employee more than the conditions under which he is working.

In closing, I wish to add a few words from a physician's point of view. The physician can do more good to his patient and to the community if he keeps in mind his patient's work. At present he is unable to do justice to a large number of sufferers from want of a clear understanding of modern conditions in industrial establishments, — the effects of modern machinery and processes and of physical and mental labor upon the health of the workers. The whole nature of the individual needs consideration,—home life *plus* industrial life.

Social service work has, in one hospital, recently been made a part of the physician's duties in order to supply the missing information concerning the patient's home life, but as yet no opportunity exists for furnishing physicians with important data relative to the conditions of modern industrial life.

To diagnose and treat the disease is important, but to know the exact conditions under which the patient works for hours, days and years, and to know how he is treated as a human being, is of first importance.

I repeat, a proper development of this great branch of hygiene, now in its infancy, would encourage specialization in sanitary work. With a more thorough state organization, sanitary problems would be dealt with by specialists, free from political restraint, who could emphasize, as has never been emphasized, the enormous importance of preventive medicine to mankind.

A

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The poisonous sputum then dries, and goes as dust into other people's lungs. A little spit is enough, when scattered in dust, to infect dozens of people.

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Dust and smoky or dusty places are bad. Dark, damp, or crowded rooms are bad.

Dirty shops and stores, dirty saloons and dance-halls, dusty kinds of business, like marble-cutting, sorting feathers, or making cigars, are bad for weak lungs. To sit bent over one's sewing or other work is bad.

Self-indulgence and intemperance are very bad. Vice which weakens the strong kills the weak.

Things Good for Weak Lungs.

Fresh air in plenty prevents consumption. Sunshine kills the germs.

Choose sunny rooms. Open the windows and let the air in. Keep the house clean. If a consumptive has moved out of a room, have the Board of Health disinfect it.

Be in the open air as often as can be. Outdoor work is vastly better than indoor work. Keep the feet dry.

Breathe with deep, long, full breaths, so as to carry the fresh air to every corner of your lungs. Do this always for several minutes in the morning and at night. Breathe through the nostrils, and not through the open mouth.

Spend your money for simple and well-cooked food,— good fresh meat, eggs, oatmeal, rice, and other vegetables, and for bread and butter, milk, and fruit.

Do not spend money for beer or other liquors, or for quack medicines, or "cures."

Live a regular life, and keep the bowels regular. Get plenty of sleep.

Daily bathing is good.

Keep clean company and a clear conscience.

Courage is very important.

Special Care of your Household and Children.

Do not sleep in the same bed with a consumptive.

Whenever any one of your family has been ill, or seems weak or run down, build up the strength at once with nourishing food, extra rest and sleep, and fresh air

If one has a bad cold or a cough, and it does not grow better very soon, go at once to a physician. Don't wait till it is too late.

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The Association asks every one's help to make war against consumption, and, first of all things, against the habit of spitting in improper places.

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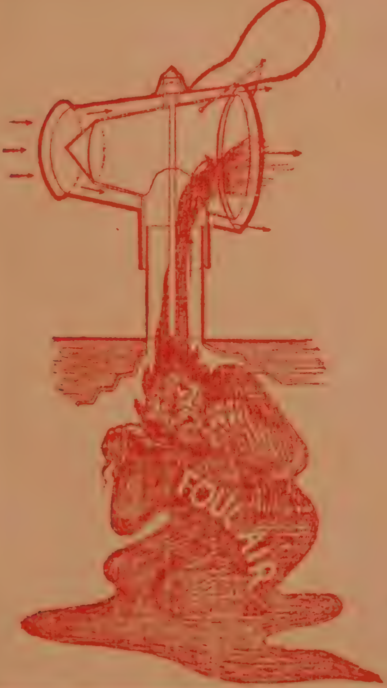

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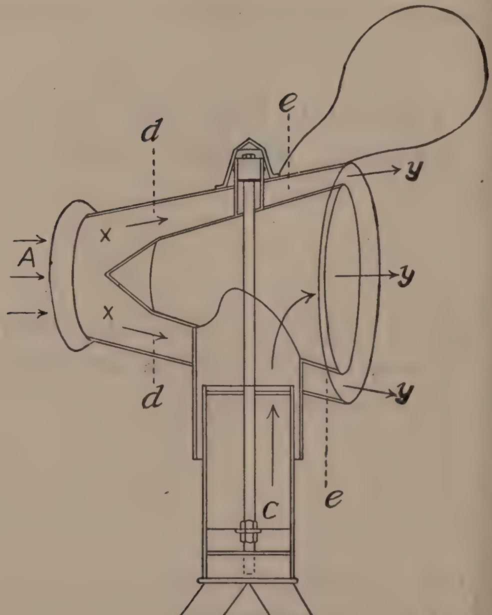

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Silver Beach Hotel, North Falmouth, Mass.

State Armory, Lawrence, Mass.

Alex S. Porter's New Residence, 189 Marlboro St., there are six of our Ventilators.

Marston Coal Company.

Bay State Automobile Association, 282 Dartmouth St.

Boston Club.

Mrs. Sayle's Residence, 107 Homestead St.

Carter, Carter & Meigs Co.

Castle Square Hotel, Boston.

Mr. L. R. Speare's Home, Newton Centre.

Westboro Insane Asylum, Westboro.

City Hall, Nashua, N. H.

Plymouth Cordage Co., Plymouth.

F. B. Washburn & Co., Brockton.

Foundry of Boston & Worcester St. Ry. Co., Wellesley.

Malden Fire Department.

Masonic Temple, Georgetown, Mass.

Majestic Theatre, Boston.

and many residences, city, state and Government buildings.

No large area, Theatres, Auditoriums, Schoolhouses, Churches, etc., where impure air connot be removed by the action of the "Autoforce" Ventilator without discomfort to occupants. Any Board of Health has now a remedy suited to many conditions they are called upon to investigate for the comfort and health of the public.

NATURAL "AUTOFORCE" VENTILATOR.

4 x 8 displaces 50 cubic feet of air per minute . . . .

6 x 12 displaces 113 cubic feet of air per minute . . . .

8 x 16 displaces 201 cubic feet of air per minute . . . .

10 x 20 displaces 314 cubic feet of air per minute . . . .

12 x 24 displaces 452 cubic feet of air per minute . . . .

14 x 28 displaces 615 cubic feet of air per minute . . . .

16 x 32 displaces 709 cubic feet of air per minute . . . .

18 x 34 displaces 907 cubic feet of air per minute . . . .

20 x 38 displaces 1017 cubic feet of air per minute . . . .

24 x 44 displaces 1560 cubic feet of air per minute . . . . .

After tests by anemometer at the F. B. Washburn Co., large confectionery manufacturers at Brockton, it was proven by their experts and others that our Ventilators have a greater drawing power than we claim in our printed matter.

FACTORY VENTILATION

C. R. Makepeace & Co. Providence, R. I.
Mill Architects and Engineers.

"We shall be glad to try your ventilators on one of our mills, as we think you have a good thing."

Schrafft's Confectionery Factory, Boston.

We are successfully carrying off the steam from their candy kettles.

Foundry of the Boston & Worcester St. Ry. Co., Wellesley.

Our ventilator completely removes the fumes and smoke from their melting pots.

Plymouth Cordage Company, Plymouth, Mass.

At Welland, Ont., we ventilate the general offices of this well known firm.

At Plymouth, Mass., we are removing the dust and condensation from their workrooms.

We have a remedy for all bad conditions due to lack of ventilation existing in any factory or foundry. Our ventilators, in every condition of wind and weather, create a draft, have a pulling power. We are now making special effort to introduce our ventilators into the mills. We have a new article, but from the interest it is awakening among the Superintendents of various factories and foundries to whom we have lately explained it, in a short time it will entirely take the place of the old Cowles and other ventilators with no drawing power, now in common use on the mills and factories.

A postal card will bring our representative anywhere, to give you any information you may desire.

WONDERFUL TEST BY SIX ENGINEERS.

The Commonwealth Hygienic Ice Company's works on Hampden St., Boston, were equipped with * * * * * Ventilators, our Natural "Autoforce" Ventilators not having been called to the attention of the management at the time.

The result was viz.: Upon 36-inch stacks were placed 36-inch Ventilators of a standard make. A test with an anemometer, revealed the fact that the 36-inch stationary Ventilator upon said stack displaced 370 cubic feet of air per minute. This ventilator being taken off, immediately, it was found that the natural draft of the stack displaced 490 cubic feet of air per minute, showing a down draft with he said Ventilator used reducing this natral draft 120 cubic feet per minute, the said entilator being a deteriment to this extent.

A *20 inch* Natural "Autoforce" Ventilator vas then placed upon said *36-inch* stack and isplaced *939 cubic feet* of air per minute, vithout a down draft being possible.

This test shows a *20-inch* Natural "Autoorce" Ventilator displacing *939 cubic feet* of ir per minute, while the stationary ventilator entioned worked adversely 120 cubic feet of ir less than the natural draft of the stack, nd is so much worse than no ventilator at all.

WESTERN UNION.

The 20-inch Natural "Autoforce" Ventiltor on the Western Union Building, 109 State t., was placed upon a chimney having an pening or flue into the toilet room on the ourth floor, said flue continuing down to an pening into the toilet room on the second oor, and the "Autoforce" Ventilator thoroughly removed the impure atmosphere and isagreeable odors from both apartments. No evice heretofore tried was effectual in reoving the impure atmosphere from the premses. The wonderful power of this Ventilator freeing two such rooms of impure atmoshere, especially in warm weather, thermomter 70 degrees, humidity 85, is convincing roof of the triumphs of this remarkable vention, which has never failed to accomlish the desired result, even when all other ethods have failed.

OFFICE OF THE
WESTERN UNION TELEGRAPH COMPANY
(Incorporated.)

Natural "Autoforce" Ventilator" Co.,
Boston, Mass.

DEAR SIR:—The Natural "Autoforce" Ventilator with which you equipped our building at 109 State Street for the purpose of removing impure air from the toilet rooms on the second and fourth floors is doing its work well. Since it has been installed no odor has been noticeable, and I feel that it is all that you claim for it. Yours truly,

(Signed) C. F. AMES,
Manager.

PARKER HOUSE.

A 12-inch "Autoforce" Ventilator, covering *four* flues in a chimney and ventilating *four* fireplaces, can be seen on a chimney of the Parker House, the famous hotel, at the corner of School Street and Chapman Place, Boston.

Instead of four so-called Ventilators of other kinds and failing, the *single* "Autoforce" Ventilator is successful in every requirement *upon all four flues and fireplaces.*

Another "Autoforce" Ventilator is successful in another part of this hotel.

The following statements concerning the merits of the Natural "Autoforce" Ventilators were dictated by Mr. J. H. Rice, chief engineer of the Parker House, School St., Boston, and will be confirmed as being true in every particular upon application to him in person or by letter to his address:

"The chimney of the Parker House, on the corner of School St., and Chapman Place, Boston, has four flues from as many different fireplaces, and required a ventilator on each flue on top of this chimney.

"No kind of ventilator I had ever used prevented a down draft and the smoke from entering the premises from each of these fireplaces.

One "Autoforce" Ventilator placed more than two years ago over the four flues on top of this chimney draws and carries off the smoke up the chimney and out successfully under all weather conditions. Fine dust is seen to make its way from the room to the fireplace and up the chimney, and the parlor door to the hall always being kept open, the adjoining premises are also well ventilated.

"The coal fire in the grate is easily started and kept alive.

"Another "Autoforce" Ventilator on a chimney of the Parker House, Tremont St., Annex, always removes the smoke from a wood fire completely. Heretofore the smoke from this fireplace poured out into this room."

OFFICE OF
FREDERICK AYER,
Room 87, Ames Building.

Natural "Autoforce" Ventilator Co.
Boston, Mass.

Gentlemen :—The four ventilators that you placed on my chimneys and dumb-waiter and ventilator shafts on my house, No. 395 Commonwealth avenue, about a year ago, have worked most satisfactorily. Before they were put on the waiter which runs through the roof and the other ventilating shaft, the flavors from the kitchen and pantries could not be kept out of the main part of the house; but since the Natural "Autoforce" Ventilators have been put on they have kept the house entirely free from these odors.

Yours very truly,
(Signed) FREDERICK AYER.

CASTLE SQUARE HOTEL, BOSTON.

After several unsuccessful attempts to draw off the dead steam and heat from his kitchen with a power fan and other methods the manager of this hotel installed one of our 16-inch ventilators. We invite any doubting Thomas to visit this hotel and inspect the results. Not only the kitchen but the Matinee Lunch Room is kept entirely free from steam and odors by this small ventilator. We now have an order for two more ventilators for this popular hotel.

INFORMATION.

It is sometimes asked can the Natural "Autoforce" Ventilator work when there is a calm or no breeze whatever? It is difficult to answer, verbally, such inquiries coming from those who naturally think this impossible.

The marvellous working of the Natural "Autoforce" Ventilator in apparently a calm or no breeze whatever, is explained as follows, viz.:

On a sunny day the inside deflector is protected from the sun; the outside deflector has a tendancy to draw the rays of the sun, causing an intense heat, therefore the air between both cones becomes super-heated and expands, forming a perfect syphon which forces the impure air out of the mouth of the deflector.

The body of air necessary for life is 14 7-10 lbs. per square inch atmospheric pressure. This air flowing into the small end of the Natural "Autoforce" Ventilator and passing through this super-heated space, increases in pressure, giving the necessary capacity for ventilation, circulation of air and lifting power.

There is no such thing as a dead calm. Nature has provided for this through the eddies of air that flow in different directions above the ground surface. It may, apparently, be calm on the surface, but never above it.

The Natural "Autoforce" Ventilator working perfectly under the action of the sun, the question might arise, how can it work in a warm night or in sultry and rainy weather? The answer is: That the outside deflector, when at night the sun has left it becomes cool and moist; the inside deflector being dry and warm creates an expansion between both cones, creating a perfect syphon, which forces the impure air up and out of the mouth of the deflector, giving perfect ventilation day and night, no matter what the weather conditions may be, summer or winter.

"In this country, and indeed in most countries, even comparative quiescence of the air for more than a few hours is scarcely known.

Air is called 'still' when it is really moving 1 or 1½ miles an hour. Advantage therefore can be taken of this aspirating power of the wind to cause a movement of the air up a tube."—*Dr. Parkes.*

UPWARD vs. DOWNWARD (Plenum) VENTILATION.

The school houses of Massachusetts are ventilated by the downward (Plenum) system. The fresh air is admitted at the top of the room and the foul air is drawn out at the floor level. The mechanical blower system ventilate on the same principle. In opposition to the Massachusetts State Police, who control the school ventilation in this state and to the mechanical systems, we believe in natural upward ventilation. With upward ventilation the outlet is at the top and the warm vitiated air is drawn off as fast as it is generated at the top of the room to where it naturally ascends, a supply of fresh air entering at the lower part of the room, to take its place. Our opinion is supported by the eminent scientists of this country and Europe and based on experiences gained by others from the ventilation of the largest buildings of the world. Dr. Parkes of England says, "As the ascent of respired air is rapid on account of its temperature, the point of discharge should be above".

Prof. S. Homer Woodbridge, of the Institute of Technology, Boston, in his report of the ventilation of the Capitol at Washington, D. C., says, "The fallacy of the old-fashioned and out of date theory that the carbonic acid gas in expired air gravitated to the ground and to which erroneous belief the origin of downward ventilation is clearly traceable, is explained as follows :—The carbonic acid gas yielded by respiration from the lungs and transpiration through the skin is as throughly diffused in the warm air currents rising from the body as is the same gas made by a candle or gas flame in the air currents ascending from those flames. That gas when once diffused in air, can, because heavier than air, no more settle downward out of the air and occupy the lower stratum of a room than the salt because heavier than water can settle out of the sea to its bottom''.

The commissions on ventilation appointed respectively by United States Congress, Chamber of Deputies, Paris, and House of Commons, England, each condemn the downward system and strongly recommend upward ventilation.

The new House of Parliment in Berlin was so constructed that upward ventilation could be applied if the downward system proved unsatisfactory. After a years trial the up-draft system was instituted and the engineer in charge reported, ''during the whole of my experience, I have never yet seen a room where the down-draft system was used where the ventilation has been a perfect one; and in any room where gas is burned a thorough ventilation with such a system is entirely out of the question''.

''With all down draft systems diluted foul air only is breathed, never fresh pure air as the respired and exhausted air first, owir to its greater levity, ascends, and is return by the downward current to the breathin level mixed with the products of combustio and is there reinhaled. It is universall condemned by the scientific authorities a most pernicious contrary to the laws of natur and fatal to health".—*Building News*.

In England five thousand schools, seve thousand churches and the majority of publi buildings and hospitals are ventilated b natural upward ventilation.

Isn't it about time our schools an hospitals woke up to modern ventilation?

DR. ADAMS, Westboro Insane Asylum.

"You have the proper kind of a ventilato

MESSRS. WALKER & PRATT MFG. CO.

"You have the very best ventilator on t market."

MR. VOGT, of Penn. R. R. Co.

"Your ventilator certainly has a drawin power."

MR. CHAMBERLAIN, B. & M. R. R.

"Your ventilators on the B. & M. do w you claim for them."

MR. ESSAN, Chief Engineer Castle Square.

"The ventilator did what a power fan not do."

MASONIC TEMPLE,

Georgetown, Mass.

Our success in purifying this lodge roo of the excessive heat and impure air, comm to such halls, makes our ventilator a necessi to all societies and lodges.

STATE ARMORY

LAWRENCE, MASSACHUSETTS.

State Armory

Battery C

First Battalion Light Artillery,

M. V. M.

Lawrence, Massachusetts.

GENTLEMEN :—

The Natural Autoforce Ventilator which is now in operation does splendid work in ventilating the Battery Company Room.

C. F. SARGENT,

Captain.

SEND FOR OUR BOOK ON RAILROAD VENTILATION.

ANY INFORMATION

Required will be cheerfully given on application by mail or otherwise. Our engineers will be pleased to look over your building at any time and give you practical advice on the ventilation of the same.

Natural Autoforce Ventilator Co.
MYRICK & CO., Agents,
53 Devonshire St., Boston, Mass.
Telephone, Main 4820.

……………………………………1907

Natural Autoforce Ventilator Co.,
BOSTON, MASS.

Gentlemen:—

We would be pleased to have your representative call and explain your ventilator to us.

See……………………………………

Date to call……………………………………

POST CARD.

PLACE
1c
POSTAGE
STAMP
HERE

NATURAL AUTOFORCE VENTILATOR CO.,
53 Devonshire Street,

Sunshine
Laundry

“Trifles make Perfection”

No. 8 Flora Street
Brookline, Mass.

TEL.

THE general characteristics of the work of the **Sunshine Laundry** are already well known to the people of Boston and vicinity, but frequent inquiries show that many wish to know more about the methods which have won for it its peculiar position.

We are glad to respond to this desire, and we want to say at the outset that, while not all of our methods are original, even a superficial investigation will prove that the combination of all of them cannot be found elsewhere. It is this combination which we would emphasize, for it is astonishing how much can be done to injure clothing by a little carelessness here and there; and it is because we have studied every detail of the work that the results which we secure are possible.

Our Methods

Marking

From the first we have respected the well-founded aversion to careless marking. We have a unique system by which we return handkerchiefs unmarked, while for underwear, household linen, and many other articles, the owner's mark is printed on a bit of tape, which is sewed to the piece in some inconspicuous place.

Preparation

When the clothes have been marked, they are carefully inspected; those which are torn are handed to a seamstress for the needed "stitch in time," and any pieces of unusual delicacy are given to women specially trained to handle them with skill and discretion.

Washing

It has been a common mistake in public laundries to underrate the importance of washing. Many have seemed to think that any dark corner or dirty cellar was good enough for this work, but we have spared no pains to make our washroom such a clean, sunny, airy place that germs stand no chance, and so perfect in appointment that the clothes are thoroughly cleansed.

A chief essential in good washing is an abundance of water. We use nine waters, and by this repeated rinsing we largely avoid the use of chemicals, to which many are tempted by the saving of time, labor, and money,— a saving of everything, in fact, except the clothes.

Ironing

Not a little of the criticism of public laundry work is due to excessive wear caused by the common use of machinery in ironing. Collars and cuffs passed between heated and thickly padded rolls are certainly less worn than when polished by the rubbing of the flat-iron; but, with this exception, there is less wear from hand-ironing than from the relentless pressure of the average machine. Especially do shirts suffer from the pushing and stretching which they endure in passing through the half-dozen machines generally used to iron the different parts of a single shirt. A visit to the **Sunshine Laundry** will convince you that our ironing of shirts as of all other garments is not "hand-finished," but hand-work from start to finish.

Every careful housekeeper has at least three wishes when she sends laundry work out from her home,— to have it done where sunshine, cleanliness, and fresh air abound; to have no unnecessary wear of clothes; to have them come home made beautiful by perfect cleanliness and skilful ironing. If this is your ideal, is it satisfied? If not, why not try the **Sunshine Laundry**?

MARY A. WHITE
GRACE G. WHITE

The
Riverdale Press
C F W Spencer
Brookline,
Mass

About Orient Spray

ORIENT MANUFACTURING COMPANY

537 Albany St.
BOSTON,
MASS.

U. S. A.

Orient Spray

TRADE MARK

Prevents Dust from Rising.

Woodwork, Furniture, Pianos, Brass
and Metalwork, Etc., Restored
to Original Finish.

Exterminates all Germs and Insects.
Non-Poisonous and Uninflammable.

The Deodorizer and Disinfectant of
the 20th Century.

Unadulterated Oil and Chemicals
Make Orient Spray.

BEWARE OF IMITATIONS.

Orient Manufacturing Co.

SOLE MANUFACTURERS

537 Albany Street, Boston, Mass.

New York. Philadelphia. Pittsburg. Chicago.
Baltimore. St. Louis. Los Angeles.

A FEW FACTS

A LIQUID applied in vapor form with an atomizer on any wood floor, carpet, or rug; will thoroughly cleanse same, preventing dust or dirt from eating into the nap of the carpet or rug, destroying germs, thereby insuring a perfect sanitary condition, the dust being eliminated, cannot rise. As a deodorizer and a disinfectant it has no equal.

An absolute exterminator of all kinds of insects, bugs and germs.

Non poisonous and Uninflammable.

BEWARE OF IMITATIONS

Free Demonstration Upon Request.

SOME OF ITS FRIENDS.

IN BOSTON

Art Museum
Boston Athletic Association
Boston Public Library
Tremont Theatre
Keith's Theatre
Adams House
Harvard University
Arlington St. Church
Trinity Church
[illegible]

IN NEW YORK

Brentano's
[illegible]
National Cash Register Co.
[illegible]
Park & Tilford
Lord & Taylor
Broadway Theatre
Proctor's Theatre
[illegible]
A. A. Vantine & Co.
McDonald, Hayward & Co.
A. D. Matthews & Sons Brooklyn
Y. M. C. A., Brooklyn
Y. W. C. A., Brooklyn
[illegible]

IN PITTSBURG

[illegible] & Co.
Sperry & Hutchinson Co.
[illegible]
[illegible]
Liberty Clothing Co
[illegible]
McCandles & Gordon Co.

IN PHILADELPHIA

[illegible]
D. V. Brown
German Title & Trust Co.
[illegible]
Smith Premier Typewrit
Company

IN BALTIMORE

Notre Dame College of Maryland
[illegible]
O'Neal's Hat Stores
[illegible]
A. Pitts Clarke & Co.
Strayer's Business College
St. Frances Convent
[illegible]
Sanitary Dust Removin
Company

Many Others if Desired!

The Right Way of Applying

Orient Spray

Fill atomizer about two-thirds full of the liquid, stand erect, hold handle with one hand perfectly stationery at your side. Then swing atomizer with the other hand as in the act of mowing, from left to right, or vice-versa, moving the cylinder back and forth on the rod, forcing the spray on object in an even and proper manner. Cover whole surface in a uniform manner, walking backwards while spraying. Then discontinue its use, using it only Where The Dust Rises or where the travel comes.

For shellac, varnish or hard finished floors, linoleum, or oil cloth, spray as in the above manner, then go over the same with a dry mop.

Spray carpets and rugs Very Lightly and use as above.

For polishing wood-work, furniture, pianos, brass and metal work, spray a piece of cheese cloth, rubbing the same with it, then use a second piece of dry cheese cloth for drying and polishing.

For destroying insects or bugs of any description, spray the recesses, and as the bugs appear, spray them freely.

This spray is also a thorough deodorizer and disinfectant.

When through using atomizer, empty liquid into can. At all times keep atomizer clean.

Orient Manufacturing Co.

SOLE MAKERS

537 Albany Street, Boston, Mass.

W YORK. CHICAGO. BALTIMORE. PHILADELPHIA.
PITTSBURG. ST. LOUIS. LOS ANGELES.

ORIENT SPRAY.

THIRD ANNUAL REPORT

OF THE

BOSTON ASSOCIATION

FOR THE

RELIEF AND CONTROL OF

TUBERCULOSIS

NOV. 1, 1905–OCT. 31, 1906

THE BOSTON ASSOCIATION FOR THE RELIEF AND CONTROL OF TUBERCULOSIS.

(Incorporated.)

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Arthur K. Stone, M.D., *Vice-President.*
Mrs. Mary Morton Kehew, *Clerk.*
George S. Mumford, *Treasurer.*
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A. Shuman.
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Mrs. Paul Thorndike.
Miss Ellen Tower.
Henry P. Walcott, M.D.
Robert Winsor.

Office, 4 Joy Street, Boston, Mass.
Office hour, 9-10 a.m.

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Robert T. Paine, Jr.
George S. Mumford.

For special committees on the Day Sanatorium, see page 12.

REPORT OF THE SECRETARY.

The year which we are about to review has marked a great advance in every department of the work for the prevention of tuberculosis in Boston and Massachusetts, and the first results of the persistent educational campaign that has been waged are becoming evident. A year ago we reported that since the organization of this society in 1903, more than 160 lectures and talks on tuberculosis had been given in Boston before churches, schools, settlements, labor unions and fraternal orders; and more than 100,000 leaflets had been distributed. With this background it is not strange that the past year has something to show in results.

All that we hope to achieve — and that is nothing short of the complete elimination of this scourge — depends so completely on the awakening of the people to the simple truths about tuberculosis, that a report of the year's work may well begin with what has been done to spread the glad tidings that it is a preventable disease.

Educational Work.

At the *State Conference of Charities,* held in Tremont Temple in November, a section was devoted to the discussion of tuberculosis. Dr. S. A. Knopf of New York and Dr. Livingston Farrand, secretary of the National Association for the Study and Prevention of Tuberculosis, told the workers in the field of charity of their opportunities and responsibilities.

The *Tuberculosis Exhibition* given in January in Horticultural Hall by the State Board of Health, aided by this Association, brought before the people, as nothing else could have done, the problem that this disease presents to society. During the eleven days of the exhibition the hall was thronged with people from every walk in life, the total attendance exceeding 26,000. A formal program of speeches was arranged for each day of the exhibition, the aim being to reach effectively a number of groups of people and interests. Some of the subjects were as follows: —

"The Employer's Opportunity." Gen. Thomas Sherwin, president of the New England Telephone and Telegraph Company, chairman.

"The Duty of the Physician regarding Tuberculosis." Dr. Arthur T. Cabot, president of the Massachusetts Medical Society, chairman.

"Tuberculosis and the Workingman." Mr. John F. Tobin, president of the Boot and Shoe Workers' Union, chairman.

"The Opportunity of Philanthropy." Mr. Robert A. Woods of the South End House, chairman.

"Boards of Health and their Responsibilities." Dr. Samuel H. Durgin, chairman of the Boston Board of Health, chairman.

"The Opportunity of the Trained Nurse." Dr. Vincent Y. Bowditch, chairman.

"Tuberculosis in Institutions." Dr. Charles W. Page, superintendent of the Danvers Insane Hospital, chairman.

"The Opportunity of the Teacher in the Prevention of Tuberculosis." Mr. George H. Martin, secretary of the State Board of Education, chairman.

At these meetings there was a total attendance of 5,272, on several occasions taxing the capacity of the lecture room.

At the close of the exhibition this Association secured duplicates of about one-fourth of the material, to form a *travelling exhibition,* which was first displayed in the old Franklin Schoolhouse, in the South End, and, later, in the North Bennet Street Industrial School, in the North End. Since then it has been shown in Lowell, attendance 10,000; Worcester, attendance 2,000; North Adams, attendance 2,500; Pittsfield, attendance 1,500; Lynn, attendance 3,000; New Bedford, attendance 3,500; and is now in Syracuse, N. Y., where the New York Board of Health has used it in connection with a meeting of the local boards of health of that State. On its return from Syracuse it will be shown in different sections of Boston. The School Committee has directed the teachers of the grammar grades to conduct their classes to the exhibition, where competent demonstrators will be in charge to explain its significance.

Aside from the *lectures* given in connection with the various exhibitions, 21 lectures on tuberculosis have been given in Boston in the year to popular audiences, approximating 6,850 persons. The most successful of these have been in the lecture rooms of Roman Catholic churches, where in several instances audiences of 1,000 persons were reached.

Thirty thousand copies of the *leaflet* "A War upon Consumption," and several thousand copies of other educational leaflets, were distributed during the year.

The office of the Association has become a *bureau of information* regarding tuberculosis, and inquiries are daily received from individuals and societies throughout New England. The secretary has responded during the year to invitations to deliver addresses in Lynn, Lowell, Malden, Westfield, to the Barnstable District Medical Society, at Marston's Mills, Mass., and in Cleveland, O.

The increasing interest in the study and suppression of tuberculosis is shown in many ways. *The New England Branch of the American Civic Federation* is conducting a vigorous campaign for improved sanitary conditions in workshops, one feature of which is the posting of spitting notices on the walls of factories, each bearing the information that "cuspidors are provided in this room."

A Committee on Tuberculosis of the Massachusetts Medical Society is soon to publish the results of a careful study of the measures that are now being taken in different parts of the State for the prevention of this disease, and it is expected that this will lead to a better correlation of effort throughout Massachusetts.

His Honor, Mayor John F. Fitzgerald, has recently issued an *order to heads of city departments* which sets an admirable example to other employers of labor in measures that should be taken to prevent the spread of tuberculosis in office and workshop.

A spitting law which was long advocated by this Association was enacted by the General Court last winter, and the Police Commissioner of Boston is making a commendable effort towards its enforcement.

The trustees of the Consumptives' Hospital, appointed within the year, have taken a broad view of their powers, and, it is understood, will soon enter actively into the educational work that properly belongs to a department of the city government created especially to relieve the community of the burden caused by this disease.

Boards of health, medical societies, women's clubs and other groups of people in many cities and towns of the State are aggressively stirring up interest in the great work of preventing tuberculosis; but the movement is by no means general throughout the State, and it sadly needs direction. There are large manufacturing centers, with conditions equally bad as here in Boston, where no effort along this line is discernible. *Is not the time ripe for effective organization that will leave untouched no corner of the State?* That the call is urgent is shown by the death returns of 1905, when 4,702 persons in Massachusetts died of consumption, more than 9 per cent. of all who died in the year.

INCREASED PROVISION FOR CONSUMPTIVES.

As a fitting climax to the popular interest aroused by the Tuberculosis Exhibition in Horticultural Hall, the mayor of Boston announced at the closing meeting of the series that the city would at once undertake the building of *a hospital for the treatment and care of advanced cases of consumption.* The creation of a Consumptives' Hospital Department, with the appointment of a board of trustees, soon followed. A tract of fifty acres has been purchased in Mattapan, where, within the next year, provision will be made for the proper treatment of such cases as can be induced to accept institutional care. The treatment by the city of this class of sufferers, in an institution entirely distinct from the almshouse hospital, will mark a great forward step in the progress of the campaign against tuberculosis, for it will permit the segregation of many who are centers of infection in their homes, but who now are unwilling to submit to the stigma that inevitably attaches to residence in an almshouse. Pending the erection of this hospital, the trustees have been empowered by the Legislature and the city government to board a number of patients in private hospitals. Through the generosity of a friend, this Association has been enabled to furnish a hitherto unused ward of the Holy Ghost Hospital in

PATIENTS AT THE DAY SANATORIUM.

Cambridge, where the city of Boston will pay for the maintenance of 20 patients. The loss sustained by the Holy Ghost Hospital in caring for these patients at $5 per week, which the city is permitted to pay, will be reimbursed by the Association, acting as intermediary for this generous friend of the consumptive poor. These beds become available about the first of November.

The Day Camp on Parker Hill, conducted by this Association, opened its second successful season on May 23 and closed October 31. During August the daily attendance averaged 58 patients, while for the entire season, including many rainy days, the average attendance was 46. The report of the medical staff (page 13) will show the good results obtained by this simple method of caring for consumptives.

An interesting development of the Day Camp scheme for the treatment of patients who are not suitable for admission to the sanatorium, is seen at the *House of the Good Samaritan*, at the corner of Francis and Binney streets. This institution, in moving from the West End to its new quarters near Brookline, found itself possessed of ample yard room for the daily outdoor treatment of 25 women with tuberculosis. A Day Camp has been in operation during the summer, and, as the dining room is in the hospital proper, it has been considered feasible to continue the camp throughout the winter.

Another factor that is proving of great value in the treatment of this class of sufferers is the *tuberculosis class* for the "home treatment of tuberculosis by sanatorium methods." The first of these to be organized was the Emmanuel Church Tuberculosis Class, which has been followed by the Arlington Street Church Class and the Suburban Class. The back yard, the piazza and even the roof are utilized at the home of the patient, and the régime of outdoor life, rest and rich dietary employed in the modern sanatorium is followed with excellent results.

The public institutions in the State for the care of the insane, the pauper and the criminal provide, practically without exception, for the segregation of the tuberculous, and for their treatment in conformity with the best modern practice.

From all parts of the State, though, have come appeals to the General Court for the establishment of one or more *hospitals* *for the care of advanced consumptives.* The State now has an admirable sanatorium at Rutland, with provision for the treatment of 360 patients in the incipient stages of the disease, but there is an increasing demand for more hospitals of the type of the one being established in Boston. A commission is now engaged in a study of the problem, and is expected to report a comprehensive plan of state-wide scope for the institutional care of consumptives.

For the Patient at Home.

The work of visiting, instructing and aiding patients in their homes has been greatly strengthened during the year. Since the first awakening of the new interest in tuberculosis the nurses of the *Instructive District Nursing Association* have visited all patients with this disease who have presented themselves for treatment at the out-patient departments of the various hospitals. The number of patients thus cared for has steadily increased, until it has been found necessary to employ a special "tuberculosis nurse" to relieve the regular district nurses of part of this work.

The several *tuberculosis classes* employ each a trained nurse, who, owing to the limited size of the class, is able to supervise very carefully the home life of the patients.

The *social service department,* recently inaugurated at the Out-Patient Department of the Massachusetts General Hospital, includes in its activities work of this same general character on behalf of many of the consumptives who apply there for treatment.

Along with this increase of activity on the part of the various other agencies in visiting and instructing this class of patients, *the work of the visitor of this Association* has been greatly extended. During the year our nurse visited the homes of 716 patients. In each home the patient and his family are carefully instructed in the simple precautions to prevent the communication of the disease from the sick to the well. Paper handkerchiefs and sputum cups are supplied to all the patients visited. When assistance is needed, either in the way of additional nourishment at home or in financing a course of treatment at a sanatorium, the co-operation of the various charities of the city is secured. So well is the work of organizing relief carried out that it can be definitely stated that no one in the city of Boston is denied treatment at a sanatorium merely because he does not possess the necessary funds. The cordial co-operation of the Associated Charities, the Provident Association and the Federated Jewish Charities is especially worthy of mention.

While it is true that the needs of those in the early stages of tuberculosis, who are suitable cases for the sanatorium, are met fairly adequately, and that the new municipal hospital will provide for another large class of patients for whom institutional care is demanded, there remains a still larger group of patients who, for various reasons, will remain at home. At the present time these patients are visited and instructed by the nurses working under this Association and the District Nursing Association, and sporadic relief measures are applied, with results that are of incalculable value in prevention, but confessedly of little benefit to the patients themselves. Yet the *tuberculosis classes,* previously mentioned, have shown conclusively the good results that enthusiastic leadership can accomplish for this class of patients, and have blazed the path to a new field of effort.

This Association has recently inaugurated a systematic effort on the part of visiting nurses to *have the entire family of patients with tuberculosis examined* for symptoms of the disease, in the hope that unsuspected cases may be discovered in time for effective treatment. Reports of these examinations are sent by the hospitals to our office, and the recommendations of the physicians are forwarded in turn to the reporting nurse. The scheme is not fairly under way, but reports have already been received of the examination of 25 children from homes in which there is tuberculosis; 2 of these have been kept under observation by the physician because of a suspicion of tuberculosis; 3 children of a tuberculous mother were found to have adenoid growths requiring surgical treatment; and 3 others had diffuse bronchitis. It is planned to extend this work, and to encourage the examination of the entire families of all patients coming to our notice.

The success of the *tuberculosis clinic,* conducted by the New York Board of Health, and of special tuberculosis clinics in other cities, leads to the belief that such a clinic in Boston, if well advertised among the working people, would lead many to present themselves for examination who, through indifference, neglect the matter until the disease is well pronounced and the prospect of a cure is gone. In such a clinic provision could be made for one or more evening sessions, so that working people could come for examination without the loss of time from their work. A committee of this Association has interested itself in this problem but is not yet able to report a solution. Appeals have been made to various hospitals and dispensaries to open evening clinics, and it is hoped that favorable action will be taken when the matter has been well considered.

Such then is a résumé of the activities, during the year, of this Association and of some of the other agencies that are joined in the great crusade against tuberculosis. Something has been done; much more remains to do. In the words of Knopf: "To combat consumption as a disease of the masses successfully requires the combined action of a wise government, well-trained physicians and an intelligent people."

ALEXANDER WILSON,
Secretary.

PHYSICIANS WHO HAVE LECTURED BEFORE POPULAR AUDIENCES DURING THE YEAR.

- George S. C. Badger, M.D.
- R. Brindisi, M.D.
- E. A. Burnham, M.D.
- Daniel H. Craig, M.D.
- L. R. G. Crandon, M.D.
- Louis Fischbein, M.D.
- John B. Hawes, 2d, M.D.
- Ralph C. Larrabee, M.D.
- Walter J. Marcley, M.D.
- Edward O. Otis, M.D.
- Francis W. Palfrey, M.D.
- Charles Rosenthal, M.D.
- David D. Scannell, M.D.
- Arthur K. Stone, M.D.
- David Townsend, M.D.
- N. K. Wood, M.D.

SUMMARY OF THE WORK OF THE VISITOR.

Gave instruction and advice to,	496
Sent to hospitals,	37
Sent to Day Camp,	58
Referred to the District Nursing Association,	21
Referred to the Associated Charities,	49
Referred to other charities,	32
Referred to the Board of Health,	23
Total number of patients visited,	716

DAY SANATORIUM FOR TUBERCULOSIS,
125 PARKER HILL AVENUE.

EXECUTIVE COMMITTEE.

Charles P. Putnam, M.D., *Chairman.*
Mrs. Mary Morton Kehew.
Miss Julia C. Prendergast.
Arthur K. Stone, M.D.
Alexander M. Wilson.

FINANCE COMMITTEE.

George S. Mumford, *Chairman.*
Mrs. Charles A. Cummings.
Robert T. Paine, Jr.

CONSULTING PHYSICIANS.

Edward O. Otis, M.D.
Frederick I. Knight, M.D.
Herbert C. Clapp, M.D.

VISITING PHYSICIANS.

George S. C. Badger, M.D.
Ralph C. Larrabee, M.D.
Frederick T. Lord, M.D.

PHYSICIAN IN CHARGE.

Joseph H. Saunders, M.D.

REPORT OF THE PHYSICIAN IN CHARGE.

It gives me pleasure to report a very successful season for the Day Camp for Consumptives on Parker Hill, Roxbury.

The camp was opened on Wednesday, May 23, 1906, with an attendance of 14 patients. The number increased slowly during that month and early June, owing to inclement weather, but during the later part of June showed an increase, and in early August the limit of capacity of the camp was reached and a waiting list was made necessary. A vacancy caused by either a failure of some patient to attend regularly, or by one being sent to Rutland, was filled from this waiting list. Toward the middle of August the camp was well and regularly patronized by those enrolled on the books, an attendance of 72 being reached on one day. During September and October, more marked in the latter month, the attendance fell off.

In all, 197 patients were admitted for treatment during the season, 117 of whom attended for a sufficient length of time to show either improvement or the contrary. Of this number, 93 showed more or less marked gain in both general and pulmonary conditions, while 24 failed to show any improvement.

The greatest individual gain in weight was of 45 pounds in a man of forty, who attended regularly throughout the season, and was discharged at the season's close, apparently cured.

The smallest individual gain was of 3/8 of a pound, in a man of twenty-six, during a period of fifteen weeks' irregular attendance. His had appeared a hopeless case from the start, and, with the help of a city appropriation for the care of chronic consumptives, he was placed in the Carney Hospital. The greatest gain in one week was 7½ pounds, in a man of twenty, who was waiting for a vacancy at Rutland.

The greatest individual loss was 7 pounds and 9 ounces in a woman of thirty, in irregular attendance for three and one-half weeks, who was finally transferred to the House of the Good Samaritan, in which institution she died.

Some satisfactory gains in weight were: 27, 23, 23, 19, 18, 18, 18, 16, 15, etc., pounds.

No medical treatment was attempted. An abundance of wholesome food, with rest in the open air, were the advantages offered. Annoying symptoms were treated as they arose.

Of the 197 patients enrolled bacilli were found in 180, not found in 5. In 12 no sputum could be obtained.

Of the 117 patients before mentioned, 6 were discharged apparently cured, 16 were sent to Rutland, 71 were returned to their homes improved, and referred to classes for tubercular patients, and 24 were discharged unrelieved to other institutions. Of these 24, 9 have died. At the close of the season all the patients were provided with appropriate treatment so that the good results might be continued.

It seemed advisable with some patients to demand a little light work about the camp. This helped to pass the time pleasantly, and gave them a feeling of doing something in return for the benefits of the camp.

In closing my report, I would like to make a suggestion for the benefit of any future camp that may be conducted: That assistants be secured to help the physician in charge in carrying on the work of the camp. If this is done, it will be possible to have some medical officer always in attendance, not only to meet possible emergencies, but to add to the dignity of the camp.

Respectfully submitted,

JOSEPH H. SAUNDERS, M.D.

217 Harvard Street, Brookline.

COMPARATIVE FIGURES FOR THE FIRST TWO SEASONS OF THE DAY SANATORIUM.

The Day Camp on Parker Hill was first opened July 6, 1905, closing for the season on October 31. The second season of the camp opened May 23 and closed October 31, 1906.

	1905.	1906.
Number of days open,	123	162
Total number of patient-days,	3,914	7,522
Average number of patients per day,	31	46
Maximum number of patients on one day,	58	72
Cost per day per patient: —		
Food, coal and medical supplies,	$0 375	$0 317
Carriage to top of Parker Hill,	144	093
Salaries of nurses and attendants,	202	147
Office expenses, printing, postage, etc.,	106	047
Repairs and renewals,	–	034
Totals,	$0 827	$0 638
First cost of camp,	$1,427 30	–
Cost of maintenance,	3,240 74	$4,803 22
Total disbursements,	$4,668 04	$4,803 22

REPORT OF THE TREASURER.

George S. Mumford, *Treasurer*, in account with the Boston Association for the Relief and Control of Tuberculosis.

Nov. 1, 1905, to Oct. 31, 1906.

		Dr.	Cr.
To contributions to Day Sanatorium for expenses of season of 1905,		$594 25	
contributions to general fund,		5,296 00	
contributions to Day Sanatorium for season of 1906,	$4,084 00		
cash paid for board of patients at Day Sanatorium,	54 60		
		4,138 60	
cash received from Day Sanatorium, season of 1905, for office expenses,		237 33	
cash sales of pamphlets,		26 17	
rental of travelling exhibit,		317 00	
cash from Tyler Street Day Nursery for services of nurse,		32 00	
contribution to special fund for Holy Ghost Hospital,		1,500 00	
interest on bank balances,		22 30	
proceeds of loan,		975 00	
By balance due account deficit Oct. 31, 1905,			$221 84
salaries,			3,421 17
office rent,			325 02
office expenses, postage, travelling expenses, etc.,			760 93
printing and expenses of lectures,			660 31
exhibit in Horticultural Hall,			160 44
travelling exhibit: —			
Cost of material,	$421 29		
Expenses of exhibiting,	329 39		
			750 68
relief, medicine, sputum cups, etc.,			207 68
cash transferred to Day Camp, season of 1905,			594 25
cash transferred to Day Camp, season of 1906,			4,138 60
cash reserved for special fund Holy Ghost Hospital,			1,500 00
interest on note,			13 03
balance on hand,			384 70
		$13,138 65	$13,138 65

GEORGE S. MUMFORD, *Treasurer.*

27 Kilby Street, Nov. 6, 1906.

I hereby certify that I have examined the receipts and payments, with their vouchers, of the treasurer of the Boston Association for the Relief and Control of Tuberculosis for the fiscal year ending Oct. 31, 1906, and have found them correctly accounted for and agreeing with the bank balance.

H. A. LAMB, *Auditor.*

George S. Mumford, *Treasurer*, in account with the Day Sanatorium for Tuberculosis, season of 1906.

Dr.			
To receipts from general fund of society previous to Nov. 1, 1906 : —			
Contributions,	$4,084 00		
Receipts from patients,	54 60	$4,138 60	
receipts from general fund of society after Nov. 1, 1906 : —			
Contributions,	$626 53		
Receipts from patients,	37 10	$663 63	
interest,		99	
Cr.			
By refitting camp, renewals and repairs,			$256 40
salaries of nurses and kitchen help,			1,103 12
food supplies,			2,243 55
coal,			37 13
medical supplies and paper cuspidors,			102 94
transportation by carriage to and from top of Parker Hill,			704 50
printing, stationery, postage and telephone,			163 59
services of central office of the society,			186 81
insurance,			5 18
		$4,803 22	$4,803 22

GEORGE S. MUMFORD, *Treasurer*.

27 Kilby Street, Dec. 17, 1906.

I hereby certify that I have examined the receipts and payments, with their vouchers, of the treasurer of the Day Sanatorium for Tuberculosis for the year 1905, and have found them correctly accounted for and agreeing with the bank balance.

H. A. LAMB, *Auditor*.

PERSONS ENTITLED TO MEMBERSHIP IN THE ASSOCIATION.

Abbe, F. R., M.D.
Adam, Helen J.
Agassiz, Mrs. Louis
Aldrich, Chas. F.
Aldrich, Mrs. Chas. F.
Alford, Edward B.
Alford, O. H.
Alford, Mrs. O. H.
Allen, Freeman, M.D.
Allen, Mrs. Roger N.
Allen, Mrs. W. L.
Ames, Rev. Chas. Gordon.
Ames, John L., M.D.
Ames, Miss Mary T.
Amory, Arthur.
Amory, C. W.
Amory, Susan C.
Amory, Wm.
Amster, Mrs. N. L.
Andrews, Miss Ellen
Anthony, A. R.
Anthony, Miss A. W.
Appleton, Wm., Jr., M.D.
Arnold, George F.
Arnold, H. D., M.D.
Arnold, Howard P.
Atkinson, Elizabeth B. P.
Ayer, C. F.
Ayer, James B., M.D.
Ayer, Silas H., M.D.
Backup, Elizabeth E.
Badger, Geo. S. C., M.D.
Baker, Miss C. Alice
Banfield, Mrs. E. C.
Barbour, E. D.
Barnard, Mrs. James M.
Barrett, Caroline W.
Bartol, Elizabeth H.
Bartol, John W., M.D.
Battelle, Susan P.
Beach, Mrs. E. H.
Beal, B. A.
Beal, Mrs. James H.
Beebe, Mrs. J. Arthur
Beech, Mrs. Herbert
Belches, Edward F.
Bellows, Howard P.
Bemis, Albert F.
Benevolent Committee, Church of the Disciples
Bickford, Miss A. A.
Bigelow, A. F.
Bigelow, Mrs. C. T.
Bigelow, W. De F.
Bigelow, W. S.
Bird, Mrs. William B.
Blackmar, Mrs. Wilmon W.
Blake, Mrs. Arthur W.
Blake, Clarence J., M.D.
Blake, J. A. L.
Blake, John G., M.D.
Blake, Mrs. John G.
Blake, Miss M. L.
Blake, Mrs. S. P.
Blake, Thomas D.
Blakely, David N.
Blanchard, Miss Sarah H.
Bloom, William
Boardman, Miss E. D.
Boit, Edward D.
Boland, E. S., M.D.
Borland, M. W.
Bowditch, Miss Charlotte
Bowditch, H. P.
Bowditch, Miss Olivia Y.
Bowditch, V. Y., M.D.
Bowlker, Mrs. T. J.
Boyd, E. W.
Boyden, Mrs. Charles
Brackett, Mr. J. R.
Brackett, Mrs. J. R.
Bradford, E. H., M.D.
Bradford, Mrs. George G.
Bradlee, Miss S. C.

Bradley, J. Payson
Braman, James C.
Bramhall, Miss Eleanor
Brandeis, Mrs. Louis D.
Bremer, Mrs. J. L.
Bremer, S. R.
Brewer, Fannie R.
Brewer, Joseph
Briggs, Edward C., M.D.
Brimmer, Mrs. Martin
Brindisi, R., M.D.
Brooks, Fred
Brooks, Gorham
Brooks, Mrs. Shepard
Brown, George A.
Brown, George W.
Brown, J. G.
Brown, Mrs. Mary E.
Brown, Mrs. S. E.
Brown, Sarah N.
Browne, Herbert
Browning, Mrs. C. A.
Bryant, Mrs. J. D.
Bryant, Nanna M.
Buerkel, John F.
Bullard, Stephen
Bullard, Mrs. William S.
Burnham, Mrs. J. A.
Burr, I. Tucker
Bushnell, Rev. Samuel C.
Byerly, W. E.
Byrne, F. H. B.
Byrne, Rt. Rev. William, V. S.
Cabot, A. T., M.D.
Cabot, Charles M.
Cabot, Mrs. Walter C.
Call, E. L.
Callahan, Bessie
Capen, Samuel B.
Carr, Samuel
Carruth, Miss Ellen
Carson, Mrs. Howard A.
Cary, Arthur A.
Cary, Mrs. Edward M.
Cary, Emma L.
Cary, Miss Georgiana S.
Chaffee, Mrs. Z.
Chamberlain, W. N.
Chamberlin, E. D.
Chamberlin, Melissa
Chandler, Mrs. Alice D.
Chandler, Thomas E., M.D.
Channing, Miss Eva
Chapin, Mrs. Henry B.
Chase, H. Lincoln, M.D.
Chase, Mrs. Theodore
Chase, Walter G., M.D.
Cheever, C. A., M.D.
Cheever, Miss Helen
Cheney, Mrs. Arthur
Cheney, Mrs. B. P., Sr.
Christian, Henry A.
Clapp, Mrs. Channing
Clapp, Mrs. George B.
Clapp, Herbert C., M.D.
Clark, E. W.
Clark, Frank M.
Clark, Mrs. Frederic S.
Clark, J. Payson
Clark, Miss Marion W.
Clark, Mrs. Mary E.
Clark, Miss M. O.
Clark, Miss Rosamond
Clark, Theodore M.
Clarke, Henry Martyn
Clement, H.
Clement, Mrs. Mary L.
Cobb, Mrs. Charles K., Jr.
Cobb, Mrs. C. K.
Cochran, Mrs. A. F.
Cochrane, Alexander
Codman, E. A.
Codman, Mrs. E. A.
Codman, Mrs. J. M.
Codman, J. S.
Colby, Miss J. M.
Cole, Samuel W.
Coleman, Miss E. L.
Colfelt, Rebecca
Collamore, Miss Helen
Conrad, Mrs. David
Cooke, Mrs. J. P.
Coolidge, Mrs. A., Jr.
Coolidge, Miss G. Ellen
Coolidge, Miss E. W.
Coolidge, Mrs. F. L.
Coolidge, J. R.
Coolidge, T. Jefferson, Jr.
Cordingly, W. R.
Cordner, Miss Elizabeth P.
Cotting, Miss Alice
Cotting, C. E.
Cotting, Francis J.
Councilman, W. T., M.D.
Cowing, Mrs. Walter H.
Crafts, Miss M. E.
Crane, W. M.
Crocker, George G.

Crocker, G. U.
Crocker, Mrs. Uriel H.
Crosby, Mrs. S. V. R.
Cross, H. B., M.D.
Crossett, Lewis A.
Crowninshield, Mrs. Francis
Cruft, Miss
Cummings, Mrs. Charles A.
Cunningham, Mrs. F.
Curley, James M.
Curtis, Charles P.
Curtis, Miss E. A.
Curtis, Mrs. G. S.
Curtis, Miss Isabella P.
Curtis, Mrs. James F.
Curtis, T. P.
Cushing, Miss C. L.
Cushing, E. W., M.D.
"D. B. F."
Dana, Harold W., M.D.
Dana, Samuel B.
Dane, Ernest B.
Daniels, E. A., M.D.
Davenport, F. H., M.D.
Davis, Mrs. James H.
Davis, Lincoln, M.D.
Davis, Mrs. Simon
Day, Frank A.
Day, Hilbert F., M.D.
DeBoer, David H.
Deland, Mrs. Lorin
DeLong, Edwin R.
Dennie, The Misses
DeNormandie, Mrs. Robert
Derby, G. S., M.D.
Devine, William H., M.D.
Dewey, Charles G., M.D.
Dewson, Mrs. George B.
Dexter, Franklin
Dexter, Miss Mary L.
Dolan, Rev. Francis X.
Dole, Rev. Charles F.
Dole, Francis D.
Doliber, Mrs. Thomas
Donovan, Walter J.
Dove, Mrs.
Draper, F. W., M.D.
Dresel, E. L.
Dresel, Louisa L.
Dreyfus, Mrs. Sydney
Dudley, Miss Helena
Dudley, L. Anna
Duncan, Mrs. Samuel W.
Dunham, Henry B., M.D.
Dunne, Frank L.
Durgin, S. H., M.D.
Dwight, Miss Veronica
Dyring, Miss Hilma
"E. T. E."
Eaton, Miss
Eldredge, Mrs. J. T.
Eliot, Mrs. Samuel
Emmons, Mrs. R. W., 2d
Endicott, H.
Erickson, C. J.
Ericson, Erica, M.D.
Ernst, Mrs. C. W.
Ernst, Harold C., M.D.
Eustis, W. Tracy
Evans, Mrs. Glendower
Fabyan, Miss Isabel
Fairbairn, Mrs. R. B.
Farnsworth, Miss Alice
Faulkner, Miss Fannie M.
Faxon, Mrs. William, Jr.
Fay, Harry F.
Fay, Mrs. Harry F.
Fay, Mrs. H. H.
Fay, J. S., Jr.
Fay, Miss S. B.
Fay, Sarah M.
Fegan, Mrs. Fannie Hall
Feldman, Mrs. Hannah
Fenno, Edward N.
Fenno, Mrs. L. Carteret
Fessenden, R. G.
Field, Mrs. James F.
Firth, William
Fiske, E. W.
Fiske, Mrs. E. W.
Fiske, Mrs. J. N.
Fitz, George W., M.D.
Fitz, Miss Louise
Fitz, R. H., M.D.
Fitzgerald, W. T. A.
Fitzpatrick, T. B.
Flagg, Elisha, M.D.
Flint, Almena J.
Folsom, Miss Amy
Folsom, Mrs. C. F.
Foo & Wing Herb Co.
Foote, Miss Frances E.
Forbes, Francis B.
Forbes, Mrs. J. Malcolm
Forbes, J. Murray
Forbes, Mrs. W. H.
Foster, Mrs. A. D.
Foster, Anna S.

Foster, Elizabeth
Frank, Mrs. Daniel
Frankenstein, Miss
Fraser, Jean C.
Freeman, Mrs. James T.
Freeman, Mrs. Louisa A.
French, Miss C. A.
Frothingham, Langdon, M.D.
Frothingham, Mrs. Langdon
Frothingham, Mrs. L. F.
Frothingham, Rev. P. R.
Fuller, Daniel H.
Furness, Miss R. T.
"G., J. H."
Gardiner, J. Pennington
Gardiner, Mrs. R. H.
Gardner, George P.
Gargan, Mrs. Helena N.
Gay, Ernest L.
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Thacher, Miss Mary
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Ward, Miss
Ward, Miss A. S.
Ward, Miss E. M.
Ward, Miss Julia A.
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*Alford, Mrs. O. H.,	5 00
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Andrews, Miss Ellen	5 00
Anonymous,	1 00
*Anonymous,	10 00
*Anonymous,	10 00
Anonymous,	3 00
Anonymous,	2 00
Anonymous,	1 00
Anonymous,	1 00
Anonymous,	10 00
Anonymous,	1 00
Anonymous,	2 00
Anonymous,	1 00
Anonymous,	1 00
Anonymous,	1 00
Anonymous,	100 00
Anonymous,	2 00
Anonymous,	5 00
Anonymous,	1 00
Anonymous,	5 00
Anonymous,	100 00
Anonymous,	50 00
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Cary, Miss Georgiana S.,	100 00
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*Curtis, Mrs. James F.,	5 00
Curtis, Mrs. James F.,	5 00
Curtis, T. P.,	5 00
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Dewson, Mrs. George B.,	11 00
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*Dexter, Franklin,	10 00
Dexter, Miss Mary L.,	6 00
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*Dolan, Rev. Francis X.,	5 00
Dole, Rev. Charles F.,	5 00
*Dole, Francis D.,	5 00
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Dunne, Frank L.,	6 00
*Dunne, Frank L.,	10 00

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*E. T. E.,	5 00
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*Emmons, Mrs. R. W., 2d,	10 00
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*Ernst, Mrs. C. W.,	5 00
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*Farnsworth, Miss Alice,	10 00
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Fay, Harry F.,	6 00
Fay, Mrs. Harry F.,	6 00
Fay, Mrs. H. H.,	11 00
Fay, J. S., Jr.,	10 00
Fay, Miss S. B.,	10 00
Fay, Sarah M.,	10 00
*Fay, Sarah M.,	10 00
*Fenno, Edward N.,	10 00
Fenno, Mrs. L. Carteret,	5 00
*Fenno, Mrs. L. Carteret,	5 00
Fessendon, R. G.,	11 00
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Fiske, Mrs. J. N.,	25 00
*Fiske, Mrs. J. N.,	10 00
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*Folsom, Miss Amy,	100 00
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*French, Miss C. A.,	50 00
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Gardner, George P.,	6 00
Gargan, Mrs. Helena N.,	3 00
Gay, Mrs. Josephine S.,	10 00
Gibson, G. A.,	26 00
*Gibson, G. A.,	25 00
Giddings, Mrs. E. L.,	5 00
Goddard, G. A.,	$5 00
Gorham, Mrs. Mary T.,	26 00
Gowing, Mrs. F. P.,	5 00
*Gozzaldi, Mrs. Mary I.,	5 00
Gray, Miss Harriet,	20 00
*Gray, Miss Harriet,	50 00
Gray, Miss Isa E.,	5 00
Gray, Mrs. Reginald,	10 00
Greenough, Mrs. C. P.,	5 00
Greenough, Mrs. D. S., Jr.,	5 00
Grew, Mrs. E. W.,	10 00
Grew, Mrs. H. S.,	100 00
*Griffith, J. Everleth,	10 00
Grinnell, Miss M. R.,	10 00
Guild, Frederic,	10 00
*Guild, Miss H. J.,	5 00
Hamlin, Charles S.,	5 00
Hamlin, Mrs. Charles S.,	2 50
Hardy, Alpheus H.,	5 00
Hartley, Mrs. Harry,	6 00
Haskell, Miss Mary E.,	6 00
Hayes, Mrs. B. H.,	5 00
Hemenway, Mrs. Augustus,	25 00
Hill, C. I.,	5 00
Hill, Frances A.,	3 00
*Hill, Frances A.,	5 00
Hill, Mrs. Hamilton,	3 00
Hills, E. A.,	5 00
*Hills, E. A.,	5 00
Hills, Warren G.,	5 00
Hobbs, Mrs. Franklin W.,	5 00
Hollingsworth, Mrs. Geo.,	2 00
*Hollingsworth, Mrs. George,	5 00
Homans, Mrs. John,	5 00
*Homans, Mrs. John,	5 00
*Homans, Miss Marion J.,	10 00
Hood, Mary G., M. D.,	6 00
Hooper, Mrs. R. C.,	25 00
*Horton, Mrs. William H.,	10 00
Houghton, Clement S.,	10 00
*Houghton, Miss Elizabeth G.,	20 00
Howe, Henry S.,	25 00
Howe, James S.,	5 00
Howes, Mrs. O.,	2 00
Howland, Mrs. Llewellyn,	4 00
Hubbard, Mrs. Eliot,	10 00
*Hubbard, Mrs. Eliot,	10 00
Hunnewell, Mrs. Arthur,	5 00
*Hunnewell, Mrs. Arthur,	25 00
Hunnewell, Henry S.,	25 00
Hunnewell, Miss J. B.,	6 00
Hunnewell, Miss J. O.,	6 00
Hunnewell, Walter,	11 00
Hunt, Mrs. William D.,	10 00

Huntington, Mary E.,	$3 00
Hutchins, Mrs. Edward W.,	2 00
Iasigi, Mrs. Oscar,	11 00
Jackson, Henry, M.D.,	11 00
Jackson, Miss Marian C.,	100 00
*Jackson, Thomas,	5 00
*Jaques, Miss,	10 00
*Jaques, Mrs. C. L.,	10 00
Jaques, Miss H. L.,	11 00
Johnson, Arthur S.,	25 00
*Johnson, Edward C.,	10 00
Johnson, Mrs. Samuel,	6 00
Johnson, Wolcott H.,	10 00
*Jolliffe, T. H.,	10 00
Joslin, Elliott P., M.D.,	2 50
Joslin, Mrs. Elliott P.,	2 50
Joy, Mrs. C. H.,	6 00
Kaffenburgh, Isaac,	6 00
Keep, Frederick E.,	11 00
Kehew, Mrs. Mary Morton,	10 00
Kennedy, Harris, M.D.,	5 00
Kennedy, Mrs. Harris,	5 00
Kidder, Mrs. Henry P.,	21 00
*Kidder, Mrs. Henry P.,	20 00
Kimball, The Misses,	50 00
*Kimball, The Misses,	50 00
*Kimball, David P.,	100 00
Kimball, Miss Susan D.,	5 00
*King, Mrs. H. P.,	60 00
Kuhn, Mrs. Hartman,	100 00
*Kuhn, Mrs. Hartman,	20 00
L. G.,	2 00
Ladd, Babson S.,	10 00
Lamb, H. A.,	50 00
Lawrie, Mrs. Harriet W.,	5 00
Lee, Mrs. F. W.,	5 00
Lee, Mrs. George C.,	11 00
*Lee, Mrs. George C.,	10 00
*Lee, Mrs. Henry,	100 00
Lee, Joseph,	10 00
Liebmann, Joseph H.,	5 00
Lincoln, Mrs. Alice N.,	5 00
Long, Harry V.,	5 00
*Longfellow, Miss Alice M.,	5 00
Longfellow, A. W.,	4 00
Lootz, Selma,	2 00
Lord, F. W.,	5 00
Loring, Mrs. C. G.,	5 00
Lothrop, Mrs. T. K.,	20 00
*Lothrop, Mrs. T. K.,	10 00
Lowell, Frances C.,	10 00
*Lowell, Miss Lucy,	11 00
*Lyman, Arthur T.,	10 00
Lyman, Miss Julia,	10 00

*Lyman, Miss Julia,	$25 00
Lyman, Mabel,	6 00
*Lyman, Mrs. Theodore,	50 00
Mack, Eleanor S.,	5 00
Mackey, James P.,	6 00
*Manning, Miss Abbie F.,	5 00
Marion, Horace E., M.D.,	3 00
Mason, Miss E. F.,	10 00
Mason, Miss F. P.,	25 00
*Mason, Miss Ida,	100 00
*May, Miss Eleanor G.,	5 00
McKissock, Helen G.,	2 00
*Merriam, Arthur M.,	10 00
Merriam, Charles,	6 00
*Merrill, Amelia,	10 00
*Merrill, F. E.,	10 00
*Merrill, Mrs. George A.,	10 00
Merriman, Mrs. Daniel,	5 00
*Merriman, Mrs. Daniel,	10 00
Meyer, Miss Heloise,	5 00
*Meyer, Miss Heloise,	5 00
Miller, Hugh,	2 00
Minot, Miss Harriet J.,	10 00
Minot, James J., M.D.,	100 00
Minot, Miss Mary,	5 00
Mixter, Miss M. C.,	10 00
Monks, Mrs. George H.,	5 00
Morrison, George B.,	5 00
Morse, C. Willis,	2 00
Morse, Miss Ellen C.,	2 00
*Morse, Mrs. S. T.,	10 00
Motley, Mrs. E. P.,	50 00
"Nahant,"	10 00
Nash, Mrs. Frank K.,	5 00
Newell, Mrs. James M.,	6 00
Newell, M. G. M.,	5 00
Newman, Elizabeth B., M.D.,	3 00
Nickerson, Andrew,	10 00
Norcross, Mrs. Otis, Jr.,	6 00
Norman, Mrs. Guy,	10 00
*Osgood, Mrs. J. F.,	20 00
Otis, Mrs. H. F.,	5 00
Otis, Mrs. William C.,	25 00
*Otis, Mrs. William C.,	10 00
Paine, Miss Ethel L.,	10 00
Paine, Rev. G. L.,	2 00
Paine, Robert T.,	10 00
Paine, Robert T., Jr.,	25 00
Paine, Miss Sarah C.,	5 00
Pankman, Miss Mary R.,	5 00
Peabody, George L.,	5 00
Peabody, Mrs. Endicott,	10 00
Peabody, Mrs. S. Endicott,	5 00
Pfaff, F., M.D.,	3 00

Philbrick, Mrs. Edward S.,	$3 00
Phillips, A. V.,	3 00
Phillips, Mrs. T. C.,	50 00
Pickering, Mr. and Mrs. Henry,	102 00
Pickman, Mrs. D. L.,	25 00
*Pickman, Mrs. D. L.,	25 00
Peirce, Miss Katherine C.,	6 00
Pierce, Wallace L.,	100 00
Poor, James R.,	2 50
Poor, Mrs. James R.,	2 50
Pope, C. Augusta,	3 00
Pope, Emily F.,	3 00
Pope, Mrs. H. C.,	2 00
*Pratt, R. M.,	50 00
Prendergast, Miss Julia C.,	5 00
Prendergast, J. M.,	10 00
*Proctor, Redfield, Jr.,	15 00
Putnam, Mrs. George,	6 00
*Putnam, Miss Georgina L.,	5 00
Quincy, J. S.,	10 00
Rackermann, Mrs. Felix,	6 00
*Ratshesky, A. C.,	3 00
Ratshesky, A. C.,	5 00
Raymond, Mrs. Henry E.,	2 00
Read, Sarah E.,	5 00
Reed, Arthur,	3 00
Robey, Wm. H., Jr., M.D.,	5 00
Robey, Mrs. Wm. H., Jr.,	5 00
Robinson, J. C.,	10 00
Rodman, S. W.,	5 00
Rogers, Annette P.,	25 00
*Rogers, Mrs. Wm. B.,	5 00
Rogers, Mrs. W. B.,	5 00
Rollins, E. H., and Sons,	25 00
Ross, Mrs. W. O.,	10 00
Ruggles, Daniel B.,	3 00
Rutan, Charles H.,	5 00
Saltonstall, Mrs. R. M.,	10 00
*Saltonstall, Mrs. R. M.,	25 00
*Sampson, A. B.,	5 00
Sanborn, Caroline F.,	2 00
Sanborn, Mrs. F. A.,	5 00
Savage, Catherine D.,	5 00
Schlesinger, Mrs. B.,	6 00
Schmidt, Arthur P.,	10 00
Scull, Mrs. Gideon,	26 00
*Scull, Mrs. Gideon,	10 00
Sears, Francis P.,	11 00
Sears, Frederick R.,	5 00
Sears, Mrs. R. D.,	25 00
Sedgwick, William T.,	3 00
Sharp, Virginia G.,	3 00
Shattuck, F. C., M.D.,	5 00
Shaw, Mrs. Benjamin S.,	5 00
Shaw, Francis,	$10 00
Shaw, Mrs. G. H.,	50 00
*Shaw, Mrs. G. H.,	50 00
Shaw, Henry L., M.D.,	4 00
Shaw, Samuel S.,	10 00
Shepard, Miss Emily B.,	5 00
Shepard, T. H.,	5 00
Shouk, H. B.,	2 00
Shurtleff, Asahel M.,	2 00
Skinner, Francis,	5 00
*Skinner, Francis,	10 00
Slade, Mrs. D. D.,	26 00
Smith, Abigail Parker,	5 00
Smith, Miss Ellen V.,	10 00
*Smith, Mrs. J. N.,	5 00
Smith, Sarah F.,	6 00
Sohier, Miss Elizabeth D.,	10 00
Sohier, Miss Emily,	10 00
*Sowdon, Arthur J. C.,	10 00
*Spaulding, Mrs. Mahlon D.,	25 00
Spaulding, W. S.,	100 00
*Spaulding, W. S.,	50 00
*Spooner, Katherine B.,	15 00
Sprague, Francis P.,	10 00
*Sprague, F. P.,	10 00
*Sprague, Mrs. S. E.,	10 00
*Stackpole, Mrs. F. D.,	10 00
Stackpole, Mrs. F. D.,	5 00
*Staigg, Mrs. R. M.,	5 00
Staigg, Mrs. R. M.,	2 00
Stanwood, Edward,	6 00
*Stearns, Mrs. A. R.,	5 00
Stephenson, Miss S. L.,	3 00
Stevens, Gertrude,	2 00
*Stevenson, The Misses,	5 00
Stevenson, The Misses,	3 00
Stevenson, Mrs. R. H.,	10 00
Stevenson, R. H.,	10 00
*Stone, Nathaniel H.,	5 00
Stone, Nathaniel H.,	11 00
Storrow, Elizabeth R.,	11 00
Storrow, Mrs. J. J.,	21 00
Sturgis, Mrs. H. P.,	5 00
Swift, Walter,	6 00
*Talbot, Mrs. Thomas,	25 00
Talbot, Mrs. Thomas,	20 00
*Tapley, Bertha J.,	5 00
*Thacher, Elizabeth B.,	5 00
Thacher, Mrs. H. C.,	5 00
*Thacher, Miss Lillian,	10 00
*Thacher, Miss Mary,	10 00
Thayer, Mrs. Ezra R.,	10 00
Thompson, Charles O., M.D.,	2 00
*Thorp, Mrs. J. G.,	25 00

Tileston, Mrs. J. B., . .	$2 00
Tower, Miss Ellen M., . .	25 00
*Tower, Miss Ellen M., . .	20 00
Townsend, Elizabeth P., .	3 00
Tuckerman, Mrs. Charles S., .	5 00
*Tuckerman, L. S., . . .	2 50
*Tuckerman, Mrs. L. S., . .	2 50
Tudor, F., ...	6 00
*Turner, B. S., . . .	10 00
Von Blomberg, Eva, . .	3 00
Wales, Ernest de W., M.D., .	4 00
Walker, Charles C.,. . .	10 00
Ward, Miss E. M., . . .	6 00
*Ward, Miss Julia A., . .	5 00
Ware, Charles P., . . .	2 00
Ware, Miss Mary Lee, . .	10 00
*Warner, R. L., . . .	5 00
Waters, Mrs. Clement, . .	15 00
Watson, Mrs. R. C., . .	5 00
Webster, Arthur S., . .	3 00
Webster, F. G., . . .	51 00
*Webster, F. G., . . .	100 00
*Weld, B. C., ...	5 00
Wells, S. G., ...	5 00
Wentworth, Mrs. Charles F., .	3 00
*West, Mrs. Preston, . .	5 00
West, Mrs. Preston, . .	$5 00
Wheeler, Harvey C., . .	6 00
*Wheeler, Harvey C., . .	10 00
Wheelwright, Mrs. Edward, .	5 00
Wheelwright, Mrs. T. W., .	10 00
*Wheelwright, Lapham M., .	5 00
White, Mrs. C. Y., . . .	5 00
White, Walter H., M.D., .	5 00
Whiting, Charles F., . .	5 00
Whitmore, Albion S., M.D., .	5 00
Whitwell, Frederick A., . .	6 00
Whitwell, Miss N. S., . .	5 00
Wigglesworth, George, . .	20 00
Williams, John D., . .	11 00
*Williams, Ralph B., . .	10 00
Williams, Ralph B., . .	10 00
Winkley, Mrs. S. H., . .	6 00
*Winthrop, Mrs. R. C., Jr., .	50 00
Wolcott, Mrs. R., . . .	5 00
Wood, Mrs. R. W., . .	5 00
Wood, Mrs. W. M., . .	25 00
Woodman, Stephen F., . .	6 00
*Woods, Mrs. Henry, . .	45 00
Woods, Mrs. Henry, . .	25 00
Woodworth, Mrs. Alfred S., .	5 00

FORM OF BEQUEST.

I give and bequeath unto the Boston Association for the Relief and Control of Tuberculosis, incorporated under the laws of the Commonwealth of Massachusetts in the year 1905, its successors and assigns, the sum of

Benefits Paid by the CIGARMAKERS' INTERNATIONAL UNION of AMERICA in Twenty-six Years and Two Months

Year.	Loans to Traveling Members.	Strike Benefit.	Cost per Member per Year	Sick Benefit	Cost per Member per Year	Death Benefit.	Cost per Member per Year	Out of Work Benefit.	Cost per Member per Year	Total Cost per Member per Year.	30c Contributing Members.	15c Dues Paying Members.	20c Beneficiary Retiring Card Holders.	Balance at Close of Fiscal Year.
1878	....	....	....	....	....	....	....	....	....	....	....	....	....	$ 124.55
1879		$ 3,668.23	$ 1.34$\frac{4}{10}$							$ 1.34$\frac{4}{10}$	2,729			5,066.22
1880	$ 2,808.15	4,950.36	1.11$\frac{4}{10}$							1.11$\frac{4}{10}$	4,440			11,155.62
1881	12,747.09	21,797.68	1.49$\frac{2}{10}$	$ 3,987.73	$ .27$\frac{3}{10}$	$ 75.00	$ .00$\frac{5}{10}$			1.77	14,604			37,740.79
1882	20,386.64	44,850.41	3.92$\frac{3}{10}$	17,145.28	1.50	1,674.25	.14$\frac{6}{10}$			5.56$\frac{9}{10}$	11,430			77,506.29
1883	37,135.20	27,812.13	2.10$\frac{3}{10}$	22,250.56	1.68$\frac{3}{10}$	2,690.00	.20$\frac{3}{10}$			3.99	13,214			126,783.30
1884	39,632.08	143,547.36	12.62$\frac{3}{10}$	31,551.50	2.77$\frac{4}{10}$	3,920.00	.34$\frac{4}{10}$			15.74$\frac{1}{10}$	11,371			70,078.73
1885	26,683.54	61,087.28	5.09	29,379.89	2.44$\frac{8}{10}$	4,214.00	.35$\frac{1}{10}$			7.88$\frac{9}{10}$	12,000			85,511.46
1886	31,835.71	54,402.61	2.20	42,225.59	1.71$\frac{1}{10}$	4,820.00	.19$\frac{5}{10}$			4.10$\frac{6}{10}$	24,672			172,813.25
1887	49,281.04	13,871.62	6.74	63,900.88	3.10$\frac{8}{10}$	8,850.00	.43			4.21$\frac{2}{10}$	20,560			227,228.24
1888	42,894.75	45,303.62	2.66$\frac{4}{10}$	58,824.19	3.40	21,319.75	1.23$\frac{2}{10}$			7.29$\frac{6}{10}$	17,133		168	239,190.53
1889	43,540.44	5,202.52	.29$\frac{6}{10}$	59,519.94	3.29$\frac{7}{10}$	19,175.50	1.06$\frac{2}{10}$			4.65$\frac{5}{10}$	17,555		496	285,136.54
1890	37,914.72	18,414.27	.74$\frac{7}{10}$	64,660.47	2.55$\frac{2}{10}$	26,043.00	1.02$\frac{7}{10}$	$ 22,760.50	$ .92$\frac{4}{10}$	5.25	24,624		713	383,072.87
1891	53,535.73	33,531.78	1.38$\frac{4}{10}$	87,472.97	3.40$\frac{7}{10}$	38,068.35	1.51$\frac{2}{10}$	21,223.50	.87$\frac{6}{10}$	7.17$\frac{9}{10}$	24,221		957	421,950.06
1892	47,732.47	37,477.60	1.40$\frac{4}{10}$	89,906.30	3.22$\frac{1}{10}$	44,701.97	1.60$\frac{1}{10}$	17,460.75	.65$\frac{4}{10}$	6.88	26,678		1,229	503,829.20
1893	60,475.11	18,228.15	.68	104,391.83	3.68$\frac{8}{10}$	49,458.33	1.74$\frac{7}{10}$	89,402.75	3.33$\frac{7}{10}$	9.45$\frac{2}{10}$	26,788		1,518	456,732.13
1894	42,154.17	44,966.76	1.61$\frac{6}{10}$	106,758.37	3.64	62,158.77	2.11$\frac{9}{10}$	174,517.25	6.27$\frac{1}{10}$	13.64$\frac{6}{10}$	27,828		1,497	340,788.66
1895	41,657.16	44,039.06	1.58$\frac{6}{10}$	112,567.06	3.82$\frac{8}{10}$	66,725.98	2.27$\frac{1}{10}$	166,377.25	5.99$\frac{3}{10}$	13.67$\frac{8}{10}$	27,760		1,644	236,213.05
1896	33,076.22	27,446.46	1.00$\frac{4}{10}$	109,208.62	3.74$\frac{1}{10}$	78,768.09	2.69$\frac{8}{10}$	175,767.25	6.43$\frac{4}{10}$	13.87$\frac{7}{10}$	27,318		1,873	177,033.12
1897	29,067.04	12,175.09	.46	112,774.63	3.99$\frac{9}{10}$	69,186.67	2.44$\frac{2}{10}$	117,471.40	4.46	11.36$\frac{1}{10}$	26,347	118	1,859	194,240.30
1898	25,237.43	25,118.59	.94$\frac{2}{10}$	111,283.60	3.90$\frac{3}{10}$	94,939.83	3.30$\frac{6}{10}$	70,197.70	2.65$\frac{3}{10}$	10.80$\frac{4}{10}$	26,460	203	2,049	227,597.01
1899	24,234.33	12,331.63	.42	107,785.07	3.44$\frac{9}{10}$	98,993.83	3.13$\frac{4}{10}$	38,037.00	1.31$\frac{2}{10}$	8.31$\frac{5}{10}$	28,994	341	2,252	292,407.95
1900	33,238.13	137,823.23	3.98$\frac{2}{10}$	117,455.84	3.21$\frac{4}{10}$	98,291.00	2.64$\frac{2}{10}$	23,897.00	.70$\frac{3}{10}$	10.54$\frac{1}{10}$	33,955	652	2,584	314,806.24
1901	44,652.73	105,215.71	3.02	134,614.11	3.65$\frac{4}{10}$	138,456.38	3.67$\frac{2}{10}$	27,083.76	.79$\frac{7}{10}$	11.14$\frac{3}{10}$	33,974	860	2,863	321,124.33
1902	45,314.05	85,274.14	2.23$\frac{6}{10}$	137,403.45	3.47$\frac{4}{10}$	128,447.63	3.11$\frac{5}{10}$	21,071.00	.56$\frac{9}{10}$	9.39$\frac{4}{10}$	37,023	1,103	3,105	361,811.29
1903	52,521.41	20,858.15	.51$\frac{3}{10}$	147,054.56	3.42$\frac{7}{10}$	138,975.91	3.14	15,558.00	.39$\frac{5}{10}$	7.47$\frac{5}{10}$	39,301	1,343	3,605	495,117.91
1904	58,728.71	32,888.88	.76$\frac{6}{10}$	163,226.18	3.59$\frac{2}{10}$	151,752.93	3.24$\frac{1}{10}$	29,872.50	.71$\frac{9}{10}$	8.31$\frac{8}{10}$	41,536	1,380	3,904	589,234.20
1905	55,293.93	9,820.83	.23$\frac{7}{10}$	165,917.80	3.73$\frac{9}{10}$	162,818.82	3.56$\frac{4}{10}$	35,168.50	.87$\frac{7}{10}$	8.41$\frac{7}{10}$	40,075	1,312	4,297	688,679.13
Total.	$991,777.98	$1,092,104.15	....	$2,201,266.43	....	$1,514,525.99	....	$1,045,866.11	....	....	....	....	....	....

Total Benefits Paid During 1905 . . . $429,019.88. **Grand Total Benefits Paid in Twenty-six Years and Two Months . . . $6,845,540.66.**

The foregoing table is, perhaps, one of the most complete historical resume of the financial transactions of a labor organization ever issued. It presents a bird's-eye view of the benefits paid, the cost per member per year and the cost per member for the given number of years, and the balance on hand at the end of each fiscal year. For instance, in the payment of Out-of-Work benefit the amounts fluctuate, according to the state of trade. The highest cost, per member per year for Out-of-Work benefit was $6.43 4-10 in 1896, and the lowest cost per member per year was 39½c in 1903.

The Out-of-Work benefit has been paid for a period of sixteen (16) years, commencing January 1st, 1890, and the average cost, per member per year, for the first ten years, was $3.29 1-10. This is instructive information, as the ten years in question were about equally divided between periods of normal trade condition and industrial stagnation. The average cost, per member per year, for the sixteen years in which this benefit has been in operation, was $2.31.

The 15-cent-dues-paying members receive strike and not more than $50.00 death benefit. The 20-cent-retiring-card holders receive sick and death benefit. Hence both are included, when figuring the cost per member per year in the payment of benefits in which they participate. Although, in the tables they are given separate columns of membership and affiliation.

ALLIED PRINTING TRADES UNION LABEL COUNCIL CHICAGO 100

Compliments Cigarmakers' International Union of America, Headquarters 820 Monon Building, Chicago, Ill.
G. W. PERKINS, International President.

COMMONWEALTH OF MASSACHUSETTS.

LAWS

RELATING TO

PERSONAL SAFETY IN FACTORIES, AND PUBLIC BUILDINGS.

WITH

Supplemental Hints

TO

Owners and Superintendents

Compiled by the
Accident and Liability Department,
Ætna Life Insurance Company,
Hartford, Conn.

"Man is never watchful enough against danger that threatens him every hour."

"He is safe from danger who is on his guard even when safe."

COMMONWEALTH OF MASSACHUSETTS

Laws Relating to Safeguards in Factories and Public Buildings.

Revised Laws, Chapter 104.

Elevator Cabs To Have Safety Devices. Section 27. Elevator cabs or cars, whether used for freight or passengers, shall be provided with a suitable mechanical device by which they will be securely held in the event of an accident to the shipper rope or hoisting machinery, or any similar accident, and they shall be guarded and equipped with some attachment or device fastened to the elevator cab or car, elevator well, or floor of the building, which shall prevent any person from being caught between the floor of the cab or car and the floor of the building while attempting to enter or leave the elevator.

Elevator Signals. Elevators used for carrying freight shall be equipped with a suitable device which shall act as a danger signal to warn people of the approach of the elevator.

Construction of Elevator Wells. Elevator wells hereafter built shall be so constructed that that part of the inside surface of the well which comes in front of the opening or door of the cab or car shall be flush with the cab or car, and the door opening from said elevator well into the building shall be placed not more than two inches back from the face of said well, so as to allow no space for a foothold between the car and well door of the building.

Approval of Inspector Necessary. All the above construction work and devices shall be approved by the inspectors of factories and public buildings, except that in the city of Boston they shall be approved by the building commissioner and in other cities by the inspector of buildings; but upon the approval of said commissioner, or inspector of buildings, or inspector of factories and public buildings, any elevator may be used without any or all of such appliances or devices if the nature of the business is such that the necessity for the same will not warrant the expense.

Dangerous Elevators. Section 28. If an elevator which is used for freight or passengers is, in the judgment of the inspector of factories and public buildings, unsafe or dangerous to use or has not been constructed in the manner required by law, said inspector shall immediately post conspicuously upon the entrance to or door of the cab or car of such elevator a notice of its dangerous condition and shall prohibit its use until made safe to his satisfaction

Cannot Remove Notices. No person shall, without authority from said inspector, remove such notice or operate such elevator while the notice is posted as aforesaid. The provisions of this section shall not apply to the city of Boston.

Communication with Engine Room. Section 38. In every manufacturing establishment in which the machinery is propelled by steam, communication shall be provided between each room in which such machinery is placed, and the room in which the engineer is stationed, by means of speaking tubes, electric bells or appliances to control the motive power, or such other means as shall be satisfactory to the inspectors of factories and public buildings, if in the opinion of the inspectors such communication is necessary.

Violation of This Section. Whoever, being the occupant or controlling the use of any such manufacturing establishment, violates the provisions of this section, shall forfeit to the commonwealth not less than twenty-five nor more than one hundred dollars.

Guarding Belts, Shafting, Gearing, Etc.

Section 41. The belting, shafting, gearing and drums of all factories if so placed as, in the opinion of the inspectors of factories and public buildings, to be dangerous to employees therein while engaged in their ordinary duties, shall be as far as practicable securely guarded.

Cleaning Machinery.

No machinery, except steam engines in a factory, shall be cleaned while running if objection in writing is made by one of said inspectors. All factories shall be well ventilated and kept clean.

Relating to Cotton Factories.

Section 42. The owner of a cotton factory which shall have been erected subsequent to the twenty-eighth day of May in the year eighteen hundred and ninety-six who permits the traversing carriage of a self-acting mule in such factory to travel within twelve inches of any pillar, column, pier or fixed structure, shall be punished by a fine of not less than twenty nor more than fifty dollars for each offense.

Safeguards for Hatchways, Well Holes, Etc.

Section 43. The openings of all hoistways, hatchways, elevators and well holes upon every floor of a factory or mercantile or public building shall be protected by sufficient trapdoors or self-closing hatches and safety catches, or such other safeguards as the inspectors of factories and public buildings direct ; and due diligence shall be used to keep such trap doors closed at all times, except when in actual use by the occupant of the building who has the use and control of the same.

Penalty for Violation.

Section 50. The owner, lessee or occupant of a theatre, factory, workshop or manufacturing establishment, or whoever owns any building, or room mentioned in, and subject to the provisions of sections fifteen, seventeen, twenty-two, twenty-three, twenty-five, twenty-six, thirty-six and thirty-seven, or controls the use thereof, shall cause the provisions thereof to be observed, and such person or corporation shall be liable to any person injured for all damages caused by a violation of the provisions of this chapter. No criminal prosecution shall be commenced for such violation until four weeks after notice in writing to such person or corporation has been given by an inspector of factories and public buildings of any changes necessary to be made to conform to the provisions of said sections, nor if such changes shall have been made in accordance with such notice. Notice to one member of a firm, or to the clerk or treasurer of a corporation, or to the person in charge of the premises, shall be sufficient notice hereunder to all members of such firm or to such corporation owning, leasing or controlling the premises. Such notice may be served personally or sent by mail.

General Penalty. Section 56. Whoever violates any provision of this chapter, for which no other penalty is specifically prescribed, shall be punished by a fine of not more than one hundred dollars.

Revised Laws, Chapter 106.

Children Not to Clean Machinery in Motion. Section 42. Whoever, either for himself or as superintendent, overseer, or agent, permits a child under fourteen years of age to clean any part of the machinery in a factory, if it is in motion by the aid of steam, water or other mechanical power, or if it is in dangerous proximity to such moving part, shall be punished by a fine of not less than fifty nor more than one hundred dollars for each offense.

Statutes of 1902, Chapter 350.

Speed of Elevator. Operator. Section 1. All elevators for the carriage of freight or passengers, running at a speed of more than one hundred feet a minute, shall be operated by competent persons not less than eighteen years of age, and no other person shall operate or have the care or charge of such an elevator.

Age of Operator. Section 2. No elevator for the carriage of freight or passengers shall be operated by or placed in charge of any person under sixteen years of age.

Violation of Act. Section 3. Any person, firm or corporation violating any provision of this act by operating or causing an elevator to be operated or to be taken care or charge of in any manner contrary to the provisions of this act shall be punished by a fine of not less than twenty-five nor more than one hundred dollars for each offense.

Section 4. So much of any act as is inconsistent herewith is hereby repealed.

MACHINERY.

hafting and Belts. All shafting or belts operating near or through floors should be protected to a height of four feet where possible.

Saws. All circular or rip-saws should be provided with a hood guard, and the lower wheel of band-saws should be entirely enclosed.

Set Screws, Keys and Dead Ends of Shafting. Protruding set-screws in collars and couplings on line and countershafting should be covered or countersunk, and keys should not be allowed to project from end of shaft. All dead ends of shafting should have a smooth casing.

Oiling of Machinery. Oiling of machinery or shafting should be done by one man who should be required to wear tight-fitting clothing and use long stemmed oilers where possible. If possible have oiling done when power is off.

Shifting Belts. Use loose pulleys and provide belt-shifters in all cases. If necessary to shift or repair belts on single pulleys, make it the business of one man and provide him with suitable appliances. Do not permit this work to be done while the machinery is in motion.

Fly Wheels. All fly wheels of engines should be enclosed by casing or protected by a metal railing.

Stamping or Cutting Machines. Provide a suitable wire hook, or its equivalent, for the removal of defective material from the dies of your stamping or cutting machines.

Gearings. All cog or bevel gearings, where exposed to outside contact, should have a removable casing, so that they will be completely covered but easily oiled.

Roll-Feed Machinery. All roll-feed machinery should be guarded by placing a strip of metal the entire length of the roll and near enough to the table to prevent fingers from coming in contact with the rolls.

Signal Communication. Fire Drill. Machinery stops should be placed on each factory floor and signal communication should be convenient to the engine room. Fire alarm stations should be established and the employees be required to have a fire drill.

Broken or Defective Machinery. Impress upon your employees the necessity of giving immediate notice if the machinery becomes broken or defective, and forbid use of it until your Superintendent has certified it to be in good and safe condition.

Competent Employees. Obtain from each employee, as soon as they are competent to run your machinery, a signed statement to the effect that they have been fully instructed and believe themselves to be fully competent to handle the machinery as required.

Warning Notices. Notices should be posted stating that any employee removing guards, or other safety appliances from the machinery, do so at their own peril.

Inspection of Boilers. Do not crowd the boilers; have them inspected periodically; and try the gauge cocks every time water is renewed. Be sure the engineer deserves his license.

ELEVATORS.

uard Entrances. Do not permit any entrances to the hoistway to remain unguarded nor allow em- loyees to wedge or prop up gates; if automatic hatches re used be sure they are enclosed on all sides.

eep all Parts in ood Condition nd well Oiled. Keep machinery clean and well oiled. Examine cables, sheaves, automatic stops and bearings frequently.

xamine Safety lutches. Impress upon the engineer the necessity of trying the safety clutches at least once a week, and to keep them free of all grease, dust and foreign substance that would in any way interfere with their positive operation.

Operator. Every elevator should be operated by a person at least sixteen years old, and should have a complete signal system.

MISCELLANEOUS.

Room and Light. Have plenty of room and light around all machinery and in all passageways and stairways.

Do not allow round or sharp pieces of metal to remain on the floors.

Slippery Floors. Where oil or grease causes the floor to become slippery, provide sand or suitable mats to insure your employees firm footing.

Defective Floors. Repair all flooring where splintered.

Hand Rails for Stairways. Provide hand rails for all stairways and do not permit treads to become splintered or nail heads to project. Plenty of light should be provided.

Runways. Shaft Hangers. All elevated runways or platforms should be properly enclosed on the sides, or provided with hand rails. Supports should be strong and devoid of vibration. Careful examination of shafting hangers should be made periodically to see if they are secure, especially where there is much vibration of the building.

Female Employees. Female employees should not be permitted to wear their hair loose or in braids, flowing sleeves, clothing material easily affected by drafts of air, or long apron-strings.

Minors. Do not take any chances in employing minors if in doubt as to whether their age is sufficient to bring them within the State law.

Safety, Economy. Remember that the element of safety in your business operation is an element of economy in your finances, and that the Ætna Life Insurance Company is always ready to advise with its Liability policy holders, through its expert inspectors, the best means to attain this end.

"Constant exposure to dangers will breed contempt for them."

Remember the adage, "An ounce of prevention is worth a pound of cure."

THE INSPECTION DEPARTMENT

OF THE

ÆTNA LIFE.

The Inspection Department of the Ætna cannot but appeal to the sound judgment of the insuring public.

We are equipped with a thoroughly efficient corps of inspectors, whose duty it is to examine and bring to the notice of the assured defects in machinery, and hazardous places wherein there is danger of injury and possible loss of life. - - - - - - - - -

The Superintendent, Foreman and Employees of a factory or mercantile establishment, to a certain extent, grow careless of their own security by reason of their intimacy with their surroundings and fail to observe dangerous features which, to an experienced inspector, are at once apparent.

The breaking of machinery always entails expense to a greater or less degree, and the small expense incurred in remedying these defects ofttimes prevents heavy loss and irritable law suits. - - - -

The care of elevators is not always understood by the assured, or those in their employ having them in charge. The greatest vigilance should be exercised in their operation, for the breaking of any of the parts invariably results in a serious accident.

THE ÆTNA maintains a force of elevator and mechanical experts who inspect periodically all elevators, factory, and mercantile premises insured; examine all cables, gates, stairways, supports, shafting, machinery, and safety devices on which security so much depends. - - - - - -

Our Inspection Service is a most valuable factor of economy to the assured, and a wise precaution against accidental loss of life and limb.

Ætna Life

Insurance Company

Hartford, Conn.

THE LARGEST COMPANY IN THE WORLD WRITING LIFE, ACCIDENT, HEALTH AND LIABILITY INSURANCE

Assets, ...	**$68,155,179.01**
Liabilities, . . .	**62,473,265.10**
Surplus, . .	**5,681,913.91**

ARTHUR W. BURKE, Gen'l Agent,
Appleton Bldg., Junction Kilby and Water Sts.,
BOSTON, MASS.

ELEVATORS

IMPORTANT SUGGESTIONS
ON THEIR
CARE AND OPERATION

ÆTNA LIFE INSURANCE CO.
ACCIDENT AND LIABILITY DEP'T.
HARTFORD, CONN.

IN THE
INTEREST OF OUR PATRONS
AND FOR THE
PROTECTION OF LIFE AND LIMB

The information contained in this booklet, with the attendant suggestions, relative to the care and operation of elevators, is offered particularly to those who are in any way interested in their safety, for the purpose of emphasizing the responsibility resting on the owner, engineer, and operator for the safeguarding from injury, of persons invited to ride thereon.

It is obvious that safety can be attained only by the most exacting attention to necessary requirements, and if the matter herein set forth, will convince to this end, and encourage the prevention of accidents in every possible way, then this little book will have accomplished its purpose.

INDEX.

PAGE
GENERAL REMARKS, ... 5
INSPECTION, ... 6
THE OWNER OR AGENT, ... 7
THE ENGINEER, ... 8
THE OPERATOR, ... 9
THE PASSENGER, ... 10
SAFETY OF EQUIPMENT, ... 10
CAREFUL OPERATION, ... 17
USEFUL INFORMATION, ... 21

COMPILED BY THE
ACCIDENT AND LIABILITY DEPARTMENT,
Ætna Life Insurance Co.,
HARTFORD, CONN.

PASSENGER AND FREIGHT ELEVATORS,

DANGERS ATTENDANT UPON THEIR USE.

Importance of their Equipment and Care in Operation.

GENERAL REMARKS.

"*Events of great consequence often spring from trifling circumstances.*"

IN this strenuous age when it seems to be *the desire of everyone to "get there"* with the greatest possible dispatch, one cannot but notice with what childlike simplicity the public put their trust in the safety of vehicles for rapid transit.

In entering railway trains, trolley cars and elevators, they do so with as much unconcern as though they were passing from one apartment to another in their own homes, being entirely oblivious to the innumerable dangers to life and limb with which they are continually surrounded.

Especially is this true as regards elevators. *Few persons realize the situation they are in* when in a car ascending or descending in our tall buildings, suspended in air by ropes with many stories of space beneath them. What might occur in the event of the breaking of a cable or disarrangement of some vital part of the machine can easily be imagined.

For one's general comfort and peace of mind, it is perhaps as well that the presence of such dangers can be forgotten, and certainly, the old maxim, "*Familiarity Breeds Contempt*," was never more clearly exemplified than by the free, and apparently thoughtless manner, in which people in general make use of our modern hoisting devices.

The safety of an elevator is *seldom questioned* by the people using it. *If it is there to be used, one has the right to assume that it is safe.* The public demand and are invited to use it, and its convenience is held out as an inducement for patronage.

INSPECTION.

Never leave that till to-morrow what you can do to-day.

The prime requisite of an elevator is its safety, and whenever an elevator is newly installed every department of it should be subjected to the *most thorough tests.* After this has been done, every possible precaution should be considered to avoid accidents from unforeseen or latent defects not brought to light by the tests.

All elevators should be *thoroughly inspected* at regular and frequent intervals by an elevator expert, in order to detect any flaw which may have escaped attention.

The recommendations of the City or State Inspector, or the *expert inspector of a Company carrying Liability Insurance on the elevator*, should be promptly and carefully complied with, for the interests of assured and the insurance company in the prevention of accidents are mutual.

When defects are found to exist in any part of the equipment of a passenger or freight elevator, which would tend to impair its safety, and endanger lives, the elevator should be *immediately shut down* until all necessary repairs have been made.

THE OWNER OR AGENT.

Eternal vigilance is the price every elevator owner owes the public.

Considering the constant use and strain to which most elevators in our modern buildings and department stores are put, and the wear and tear incident thereto, it is evident that only the most *constant vigilance* will guarantee their safety.

There is an *immense responsibility* resting both upon the owner and operator of an elevator for the safety of its passengers, and the very best care, regardless of expense, should be enforced to afford proper protection and to prevent the occurrence of accidents.

All elevators should be of first-class construction in every respect, and should be in charge of men *thoroughly conversant with their construction and operating machinery*, whose special duty should be to look after their welfare, and to immediately remedy all defects without waiting for such defects to impair their safety.

Too often owners of buildings seem to think that elevator machinery needs no skillful attention, and they are willing to entrust *one of the most vital parts of their plant*, and one on which the lives of their tenants and others are trusting every day, to the care of a man *who has not the capacity or experience*, for such a task.

Owners and agents of buildings should use every means possible to keep their elevators in first-class condition, for an elevator accident has ruined the reputation of many a good building.

Owners and agents should *immediately comply* with any request of the engineer for necessary repairs, for if the owner or agent is careless or negligent in this respect, the engineer may lose interest in his plant and become negligent also.

THE ENGINEER.

"A stitch in time saves nine." Repairs made promptly are the least costly.

Elevators are usually in charge of the engineer of the building, and the most *essential qualification* for such a position is a thorough knowledge of elevator construction and operating machinery.

This is a matter of *vital importance*, and if the engineer is not proficient in this respect, he is not a *proper* person to assume the serious responsibilities incident to the proper care of elevators.

To the engineer is intrusted the lives of all persons who take passage in the elevator under his care, and he should discharge such trust by faithful and conscientious attention to everything pertaining to the construction and condition of the elevator and its accessory parts, in order to insure absolute safety.

He should be on the constant lookout for defects, and when noted, they should be remedied at once. Deterioration in any of the parts should be carefully watched and not allowed to proceed too far before making the necessary repairs. *Putting off from day to day*, matters that call for immediate attention, *is dangerous*.

If the engineer is not clothed with power to order repairs and replace worn out equipment, he should notify the owner or agent immediately of repairs needed, and use every effort to have all defects remedied as rapidly as possible.

THE OPERATOR.

"An ounce of prevention is worth a pound of cure." A new cable costs less than a whole elevator.

Especial care should be taken in employing an elevator operator, and the laws of the state, and any City ordinances relating thereto, should be strictly observed.

Eighteen is the minimum age prescribed in most instances, and no person *below the age specified by law* should be employed under any circumstances. Any violation of the law in this respect may subject the offender to a severe penalty.

The position of an elevator operator is *a most responsible one*, notwithstanding the fact that many young persons are employed in that capacity, and whenever it is evident that the operator is incompetent or untrustworthy, he should at once be replaced by one qualified to perform such duties.

When a young man takes up the duties of an operator, he should be thoroughly instructed by some competent person, and impressed with the responsibility of his position.

He should also be cautioned against trying to "*hurry up*" things, as this is one of the most fruitful causes of accidents.

A careful, cautious operator will avoid many accidents which might result in serious injury to passengers, as well as damage to machinery and plant.

THE PASSENGER.

"Carelessness is inexcusable and merits the inevitable sequence."

Passengers should be extremely careful in entering an elevator, and *never try to enter after the car has started.* Wait until the car is at a stop, and on a level with the floor. When in the car, stand back in the rear as far as possible, facing the door.

Women should be particularly careful, as they are more prone to carelessness than men. The mirror in the rear is apt to gain their attention, and they fail to note that perhaps their skirts are hanging over the edge of the platform and might catch cn something projecting into the hatchway. The exercise of a little care and forethought will obviate many accidents.

SAFETY OF EQUIPMENT.

Have your elevator strong in every part, and then supplement it with all possible safeguards.

CABLES ON PASSENGER ELEVATORS. All passenger elevators should have at least four hoisting cables, except that those passenger elevators, the hoisting cables of which wind around a drum, may have only two hoisting cables if the car is counterweighted separate from the drum. All counterweights should have two cables. All direct connected electric passenger elevators should have four counterweight cables, two back drum, and two car counterweight cables.

CABLES ON FREIGHT ELEVATORS. All freight elevators should be provided with not less than two hoisting cables, and should have suitable equalizers to equalize the bearings.

STRENGTH OF CABLES. Too much emphasis cannot be put upon the necessity for having the cables in excellent condition, for the *strength of a cable must be judged by its weakest part.*

DANGEROUS CABLES. Wire cables should be examined often and carefully; hoisting cables should be *condemned when the wires* (not the strands) *commence cracking.* Under no circumstances should a wire hoisting cable be spliced.

CABLES SHOULD BE OILED. All cables should be kept well lubricated with raw linseed oil, the same as other moving machinery, in order to preserve them; they should, however, not be allowed to become gummy.

CABLE FASTENINGS. In replacing worn cables *particular care* should be given to the *fastenings.* Cables that are fastened in sockets filled with lead or Babbit metal, or where they are "rosed in" should be frequently examined to see that they are not pulling through.

The hoisting cables should have two turns around the drum when the car is at the bottom of hoistway. The back drum counterweight cables should have two turns around the drum when the car is at the top of hoistway; and where possible, the cables should have two turns around the shaft of drum and fastened with thimbles.

CAR COUNTERWEIGHT CABLES. Where car counterweight cables run through the drum counterweights to weights underneath, they should run through piping so as to prevent their chafing and wearing on the counterweights.

PISTON RODS. Piston rods in cylinders in a hydraulic elevator should be exposed and examined once in five years. This is necessary as the threads on the rods often become corroded.

CREEPING OF ELEVATORS. When a hydraulic elevator creeps upward with the controlling device in center, it is an indication that the valves leak; and when the elevator creeps downwards, it is an indication that the piston needs packing.

GUIDES FOR COUNTERWEIGHTS. All elevator counterweights *should be hung in guides* so constructed as to prevent any piece or pieces from becoming detached from the guides, should the counterweights be accidentally drawn to the top of the shaft with unusual velocity. The danger attending swinging counterweights is obvious in the event of anything connected with their support giving way and allowing them to drop on to the car further down the shaft.

AUTOMATIC SPEED GOVERNORS. Every passenger elevator should be provided with an *automatic down speed governor*, and no elevator should have a greater working speed than 600 feet per minute. Some owners, however, in a spirit of economy, and an endeavor to accommodate the crowds, tax their elevators beyond the working limit, and gear them up so as to attain excessive speed. *The principle is wrong.*

THE AUTOMATIC STOP. No elevator should ever be allowed to run when the *automatic stop device is broken or out of order.* The operator is liable to become engaged in conversation with someone on the car and forget to stop at top or bottom landing. The result might be very serious.

THE SAFETY DEVICE. Neither should a car be operated with its *safety device impaired.* It occasionally happens where, owing to some disarrangement, or broken part of a safety, which will not permit the car to run, that the engineer has blocked out the safety, or in other words, put it out of commission until he could find an opportunity to have it repaired. Such action is extremely *dangerous,* if not, in fact, criminal. The car should not be run under any circumstances in this condition.

THE SAFETY SHOULD BE TESTED. The safety should be inspected regularly and *frequently tested* to see whether it works freely, and is in proper adjustment. Out of adjustment, it may fail to operate in an emergency. It should be quick to act, and within a reasonable distance. Otherwise it may prove of no value.

A safety that is not kept in proper working order is *worse than no safety at all.*

DANGER IN SAFETY NOT WORKING. In a case where the operator lost control of his elevator at the fourteenth story, the car dropped with lightning speed, and the safety did not become effective until the car had traversed thirteen stories, being caught at the first floor. Fortunately no great damage was done, and the passengers in the car were all right aside from quite a severe shaking up. But what would the result have been if the elevator had started to fall, say, from the twelfth story instead of the fourteenth. The safety would not have worked in time and without doubt the occupants of the car would have been killed or terribly injured.

DRIVING BELTS. All belts should be carefully watched, *especially the driving belt.* Should the driving belt break the car and its load would be thrown on the safeties.

SLACK BELTS. The belts should not be allowed to become too slack. New belts stretch more than old ones and therefore require more attention.

ELEVATOR MACHINE. The elevator machine needs as much attention as any other part of the equipment and yet it is quite frequently neglected. All bearings should be kept well oiled and in a cleanly condition.

WORM GEARING. *The worm gearing*, particularly, should receive close attention. It should run in a casing of oil and the oil should be renewed occasionally to remove dirt and grit.

THRUST BEARINGS. The thrust bearings should be renewed as soon as they show signs of cutting.

GUARDING ELEVATOR HOISTWAYS. Especial attention should be given to the *proper safeguarding of hoistways.* All passenger elevators should be surrounded by substantial vertical enclosures, same to be made flush with hoistway on every floor, and to be continuous from floor to ceiling. Doors should be made to slide, and provided with a lock so arranged that they cannot be opened from the outside of hoistway except by a key.

PASSENGER CARS WITH TWO ENTRANCES. Passenger cars with more than one entrance or exit from same should have a sliding door on the inside of the car at each such entrance or exit.

HOISTWAY FOR FREIGHT ELEVATORS. The hoistways of all freight elevators should be enclosed on all floors by a substantial framework not less than four and one-half feet in height. Gates should be self-closing and, wherever practicable, to slide vertically.

APRON GUARDS FOR PROJECTIONS IN HOISTWAY. In hoistways where the entrances are not protected to the ceiling, or where the protection afforded is not flush with the inside wall of hoistway, or where there is some projection in the hoistway, then such places should be provided with an apron guard, either wood or metal, eight or ten inches wide, extending across and under such projection, and pointing down and outward at a safe angle, so as to remove the danger of people *catching their feet or some other part of their body* at these abrupt places.

GUIDES SHOULD BE GREASED. The guides to an elevator should be kept well greased, and cleaned from time to time, as necessary, *especially steel guides*. A dry guide may start to cut and cause the car to hang in the shaft.

GUMMY GUIDES. Gummy guides cause the car to stick. A bad case of sticking may cause the car, in freeing itself, to drop a distance great enough to break the cables.

SIGNALS. Signals, especially on freight elevators are an *essential element of safety*. They should be of such character that they will effectually give warning to persons of the approach of the elevator, and at the same time warn others that the elevator is being used.

CAR SHOES. The car shoes should be so set that the car will ride easily and steadily on the guides.

THE BRAKE. The brake is a very important part of the equipment and should come in for the closest kind of an examination, as the safety of the elevator depends upon it.

AFTER REPAIRS EXAMINE MACHINE. Every part of the machine and elevator should be closely examined *immediately after receiving repairs* before placing it in service. This is necessary for the reason that repair men, while working on one part of a machine, may have thrown some other part out of order without knowing that they were doing so.

DAILY INSPECTION BY ENGINEER. Engineers should make a *daily inspection* of the different parts of the elevator machinery to determine if any bolts or pins have become loose, or fallen out of place, and to see that the bearings are well lubricated; in fact, to make sure that everything is in first-class order.

CAREFUL OPERATION.

"That danger which is despised arrives the soonest."

RESPONSIBILITY. With the engineer and operator rests jointly the safety of an elevator. The *engineer* is responsible for its *condition*, and the *operator* for its *control*.

STARTING AND STOPPING. All elevators should be started and stopped gradually. More power is required to attain a certain speed than is necessary to maintain it after it is gained. The shorter the time to attain the speed required, the greater the stress on the machinery.

In stopping an elevator the braking device is called into operation, and if the elevator is stopped too quickly, it may result in such stress being put on the brake as to destroy it, thereby causing an accident.

DANGEROUS POSITIONS. The dangerous positions an elevator is liable to get into are various, and the engineer should be able to determine at once the proper way to extricate it. For instance, if the car has dropped, or was going at excessive speed, causing its safety device to set, the engineer should use *extreme caution* in releasing it, ascertaining at the beginning if there is any slack in the hoisting cables, and if so, to have the strain placed on them before doing anything else.

A serious accident recently occurred, where an engineer had released a car that was being held by the safety without first observing and tightening the cables, and his failure to do so resulted in the car dropping to the bottom of the shaft.

WHEN SAFETY OPERATES. In the event of the safety device being set while the car is between floors, the passengers should be cautioned against *climbing out.* The danger of this was evidenced by a passenger being caught and seriously injured while in the act of climbing out of the car through a small opening just as the engineer was raising the elevator by operating it from the machine.

When the safety device acts, and the car is being held in the shaft, the operator should place his controlling device on the center and inform his passengers that there is no danger; that the power is simply shut off. If he can assure the passengers that he thoroughly understands his business, they will become less excited.

THE LIMIT SWITCH. On some electric elevators there is an arrangement which throws open a limit switch whenever the car gets beyond a certain point of travel, either at the top or bottom of the shaft, that places the elevator out of service. This is often caused by a heavy load on the down trip, or a light load going up, with a loose brake, or perhaps by the automatic stop not being properly set.

To illustrate how an accident can occur in this connection: An operator who had run his car upon the limit switch, reported that his car was "on the limit." Whether the engineer made a mistake in operating the machine, or whether he thought the car was on the bottom limit switch instead of the top, is not certain. However, he raised the elevator instead of lowering it, so that it smashed into the overhead timbers, snapped the cables, and dropped down the shaft to be caught some distance from the bottom by the safety clutching the guides. *This was gross carelessness on the part of the engineer.* He should have been absolutely certain, before moving the machine, in which direction it ought to go.

THE LIMIT STOPS. The operator should *never rely on the limit stops* to make a top or bottom landing, but always use the controlling device. The limit stops are put there for an emergency, and not for general use.

They should, nevertheless, be tested daily, to see that they are all right.

ATTENTION OF OPERATOR. An operator should avoid as much as possible anything that may draw his attention away from his work. He should retain his presence of mind under all circumstances and avoid confusion. He should *always remain in his place by the controlling device*, so that he may be able to stop the car immediately, if necessary. Where elevators are equipped with a lever controller, he should always keep his hand on the lever while the car is in motion. He should always keep a sharp eye on the passengers to see that no part of their shoes or clothing extends beyond the edge of the car.

SELF-CONTROL. If the controlling device should get out of order and the operator be unable to stop the car, he should place his lever, or hand cable, on center, *and remain cool*, as in all probability the automatic stop device on the machine will perform its function and stop the car at top or bottom landing. The operator should never let the passengers know that anything is wrong as some of them might attempt to jump off the elevator while it is in motion.

ECONOMY IN OPERATING. A good operator can prevent many accidents, and his careful running of the elevator is a *point in economy* in avoiding the necessity for constant repairs, as is the case when an elevator is operated by a reckless or incompetent person. The services of a careful and trustworthy operator are always appreciated.

OVER-CROWDING. No elevator operator should allow his car to become *overcrowded*. It not only interferes with his management of the car, but puts an extra strain upon the equipment which should not be permitted. 400 square inches should be allowed each occupant.

CLOSE DOORS BEFORE STARTING. No elevator containing passengers *should ever be started* before the doors are closed, the reason for this being to prevent someone, who might on the impulse of the moment, decide to enter or leave the car through the half closed entrance, after the car had begun to move.

IN CASE OF ACCIDENT. Should an accident happen, do not get excited and make foolish remarks, but act quickly in taking care of the injured, and securing the names and addresses of all those connected with it. Unnecessary remarks made at the time of an accident ofttimes causes the speaker no end of trouble in trying to explain, or retract them.

USEFUL INFORMATION.

"Experience teaches and the wise profit thereby."

All elevators not in charge of an attendant should have signs posted on every floor, *prohibiting* all persons from riding on the car.

All sheaves and drums for hoisting, and counterweight cables, should be as large as space will permit. Sheaves and drums of small dimensions cause the cables to crystalize and break. The larger the diameter of the sheave, the longer the service of the cable.

To find leaks in elevator pressure tanks in which air is confined, paint around the rivet heads with a solution of soap and the leak will be found wherever a bubble or suds appear.

The load which an elevator ought to carry is limited to a maximum figure, and it should never be exceeded.

Never use a larger cable on a sheave than what the sheave is grooved for, as the cable will become bruised by the improper fit and wear out rapidly.

Ætna Life Insurance Company,

HARTFORD, CONN.

Assets, . . .	$73,696,178.81
Liabilities, .	$67,140,538.16
Guarantee Fund in Excess of Requirements by Company's Standard	$6,555,640.65
Guarantee Fund in Excess of Requirements by Standard of Connecticut and Other States	$8,850,426.65

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J. L. ENGLISH, *Vice-President* C. E. GILBERT, *Secretary*

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EDWIN G. ANDERSON, *Claims Attorney*

CHARTERED 1820 **ORGANIZED 1850**

THE FAMOUS
STILLMAN
SAFETY LAMPS

Old
Colonial
Style

STILLMAN SAFETY LAMP CO.

95 William Street
NEW YORK

Tel. 1847 John

THE FAMOUS

STILLMAN SAFETY LAMPS.

It is only necessary to recall the Shocking Accidents so frequently happening with Kerosene Oil Lamps Exploding or getting "Afire" to convince every user of lamps that unless they have the Stillman Safety Lamp, they are subjecting themselves or some member of their family to **daily** risk of a frightful Accident aside from probable loss of property. The fact **you** have not met with such a Fearful Experience is No assurance that you may not **to-morrow, next week,** or **next year unless you have the famous** Stillman Safety Lamps which Cannot Explode, which Go Out if dropped and which safely stand the Roughest Handling and are Odorless.

N

The Stillman Safety Lamp has been exami
Chicago, Ills. Its report, classified under M
construction details" is on the card system

STILLMAN SAFET

95 William Stre

Important *and* Distinctive Features which render

The* Stillman Safety Lamps *the

SAFEST *and* CHEAPEST LAMPS in the WORLD.

1. Will Not and Can Not Explode.

2. They Go Out if Dropped.

3. They are Odorless.

4. The Oil cannot Splash (a great danger in other lamps.)

5. The Oil is Cold (hot oil causes Explosion in other Lamps).

6. The Oil is fed from the **bottom** of the font and is always Remote from point of Ignition.

7. The same quantity of oil lasts much longer in the Stillman because of Perfect Combustion of the hydrocarbons.

8. They give a Brilliant Light.

9. On account of their Absolute Safety the mere Price cannot measure their Real value.

10. Can be Blown Out with absolute Safety or turned Out as easily as Gas.

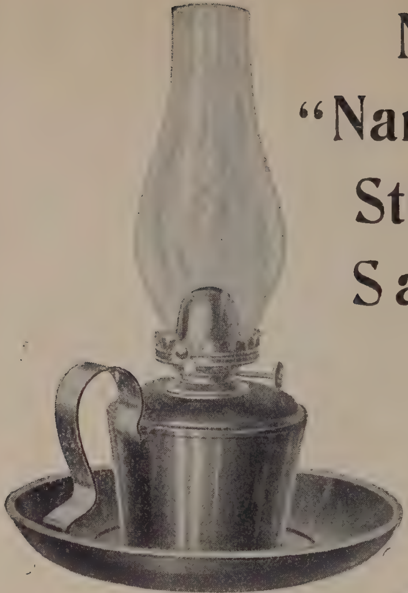
---

e.

tested by the Underwriters Laboratories, at
ervoir Lamp, of "NO CRITICISM of
in offices of Insurance agencies.

AMP COMPANY,

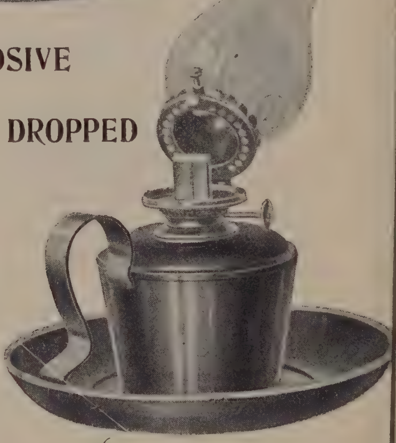
w York.



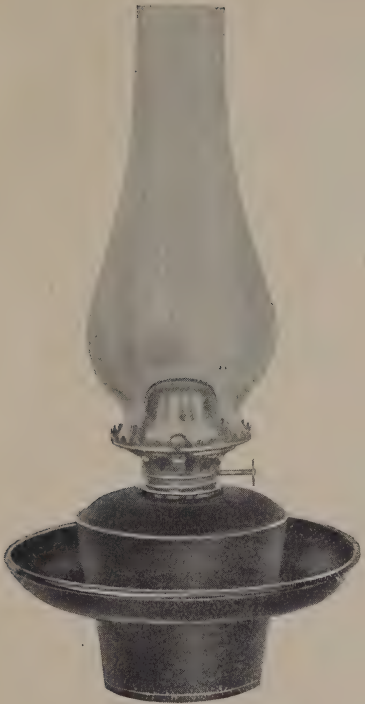
No. 4
"Nantucket" Stillman Safety Hand Lamp

NON-EXPLOSIVE

GOES OUT IF DROPPED



IN BRASS
AND TIN



Bracket Lamp No. 16.

FINISHED IN POLISHED BRASS AND BLACK JAPAN.

Our Lanterns.

No. 39, R. R. or Watchman

HEAVY TIN OR BRASS

½ inch Wick. Spring Font.

No. 10, Warehouse or Watchman

HEAVY TIN OR BRASS

1 inch Wick. Solid Font.
Screws in brass.

All Lanterns with Stillman Safety Device.

Safe.

Durable.

Economical.

No. 7. Watchman

HEAVY TIN OR BRASS.

1 inch Wick. Spring Font.

We also make an insulated Lantern for use about heavy electrical currents; also a Dashboard Lantern for delivery wagons.

DO YOU KNOW

ABOUT

The Approved

COMBINATION WATER GAUGE

and AUTOMATIC SAFETY VALVES

Patented Jan. 23, 1906.
Patented Dec. 11, 1906.

* * * *

The NORTHERN SPECIALTY CO.
(Incorporated)
VALVE MANUFACTURERS,
63-65 Columbia Street,
UTICA, NEW YORK, - - - U. S. A.

POSSIBLY your special attention ha not been called directly to the importance of investigating this safety appliance.

The Approved Patent Combination Water Gauge and Automatic Safety Valves are now used wherever a Water Gauge was formerly used, because boiler owners have felt the need of self-closing water gauge valves for many years, by the use of which their employees and their boilers are fully protected.

The Water Gauge is the weakest part of any boiler, because they often explode without a moment's warning, but where an Approved Automatic-closing Water Gauge is installed, the steam and water is shut off so quickly that the glass does not fly.

The engineer is not endangered from this cause, and when installing a new glass, there is **no** excitement or inconvenience, as a new gauge glass can be replaced at convenience of engineer.

We will be pleased to send you our atalogue.

Do you want it?

If so, please advise us.

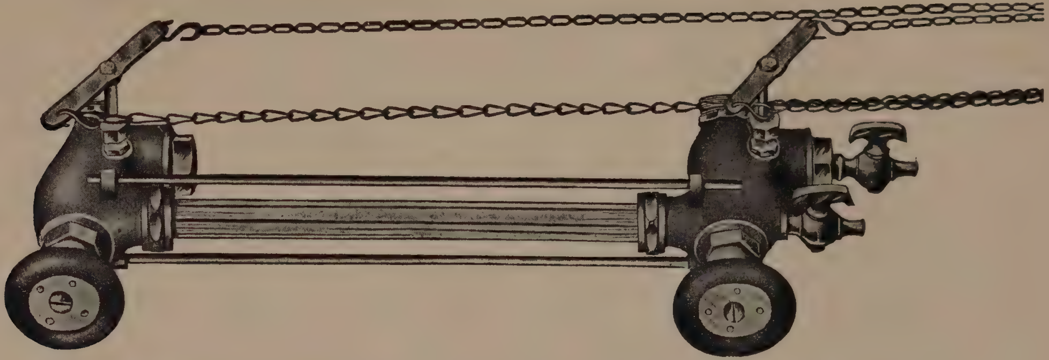
* * * *

The

Northern Specialty Company

63-65 Columbia Street,

UTICA, NEW YORK, U. S. A.



The Approved Combination Water Gauge and Automatic Safety Valves
with Bar and Chain Attachment.

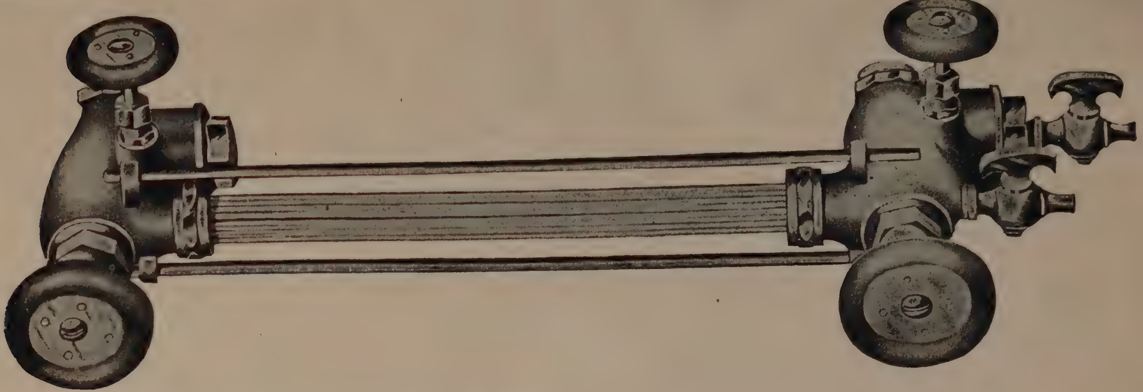
The Bar and Chain Attachment on the Approved Combination Water Gauge and Automatic Safety Valves is necessary where the water gauge is out of the engineer's reach.

The chain is pulled down to **hold valves open** when blowing down the Water Gauge.

If you believe in **Insurance,** the time to insure is before **you suffer loss.**

You can **Insure** greater safety to your **Employees** and your **Boilers,** and enjoy greater satisfaction yourself when your boilers already installed, are equipped with this Safety Appliance. When you put in New Boilers, always specify, and don't allow anything put on but the **"Approved."**

Send for our Catalogue, showing sectional views, and giving full information, net prices, etc., or call on our selling agent in your city.



The Approved Combination Water Gauge and Automatic Safety Valve.

ÆTNA LIFE INSURANCE CO.
ACCIDENT AND LIABILITY DEP'T.
HARTFORD, CONN.

ARTHUR W. BURKE, General Agent
APPLETON BUILDING
JUNCTION KILBY AND WATER STREETS
BOSTON, MASS.

Accidents Prevented

..Accidents Prevented ..

By INSPECTIONS

THE ÆTNA LIFE INSURANCE COMPANY

Of HARTFORD, CONN.

1850 ═ FIFTY-SEVEN YEARS OF PROSPERITY ═ 1907

No Company in the World gives better Protection to the Insurer than the AETNA

EVERY MODERN FORM OF ACCIDENT, LIABILITY, HEALTH, AND LIFE INSURANCE

The Inspection Department devoted exclusively to the interests of its LIABILITY patrons, is not equalled by that of any other Company. Periodical Inspections are made of all ELEVATORS, FACTORIES, and MERCANTILE premises insured. ACCIDENTS are prevented by anticipating them and recommending necessary precautions for their avoidance. The value of inspections by men especially qualified for the work is best appreciated by those who have experienced the benefits accruing from them.

Our Inspection Service cannot but appeal to the sound judgment of the insuring public, as it is a most valuable factor of economy to the assured and a wise precaution against accidental loss of life and limb.

SUPERINTENDENTS

AND

FOREMEN.

Don't forget to immediately report in writing every accident, no matter how slight the injury, and if it is a fatal or serious case, telegraph or telephone.

Don't guarantee any doctor or hospital bill without orders from us.

Don't get scared and begin to alter the machinery or place where the accident happened, unless it is dangerous to others, but wait for instructions from us.

Don't omit to at once label and preserve any tool or small appliance connected with an accident, so that it can be produced and identified later on.

Don't omit, after an accident, to have the engineer or some competent person who knows about the machine, or thing concerned in the occurrence, carefully examine same, and make his report in writing. If the injury is serious consult us about employing an expert.

Don't give information about an accident to anyone, or admit any person to the premises to enable him to obtain information, without orders from us.

Don't let witnesses in important accident cases leave your employ without leaving a record of their addresses.

Don't forget to treat any claimant or his representative courteously, and then report fully to us.

SIGNED,

....

YOUR ATTENTION IS..... DIRECTED

To a
Safety Device
Called

The.... Approved Combination Water Gauge and Automatic Safety Valves

Manufactured by
The Northern Specialty Company

**UTICA, N. Y.,
U. S. A.**

THIS SAFETY appliance is "Approved" by the Boiler Insurance Companies by Government, State and Municipal Boards of Boiler Inspection, has been adopted by the large Boiler Manufacturers and R. R. Superintendents of Motive Power and is being specified by leading Supervising Engineers, Architects and Consulting Engineers and every Engineer and Fireman knows the advantage to be derived by use of a positively self-closing safety valve in a water gauge used on Locomotives, Steamships, Steam Boilers, Automatic Traps, Separators, Feed and Filter Tanks and Evaporators.

* * *

By the use of this safety water gauge an injury to an engineer or fireman is impossible from flying glass, scalding water and steam, due to the explosion of a gauge glass. It prevents a class of accidents that should always be prevented.

* * *

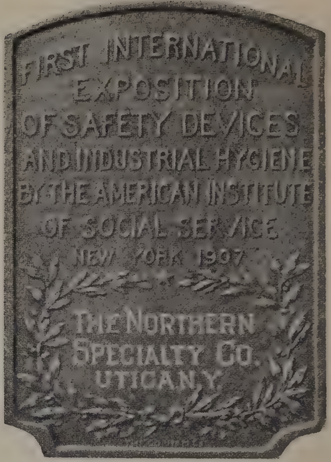
President Roosevelt put it well when he stated the following in a letter addressed to the American Institute of Social Service, New York:

"As modern civilization is constantly creating artificial dangers to life, limb and health, it is imperative upon us to provide new safeguards against the new perils."

"In legislation and in use of safety devices for the protection of workmen we are far behind European peoples, and in consequence in the United States the casualties attendant upon peaceful industries exceed those which would happen under a great and perpetual war. Many, even most of these casualties are preventable, and it is not supportable that we should continue a policy under which life and limb are sacrificed because it is supposed to be cheaper to maim and kill men than to protect them."

SHALL WE SEND YOU OUR CATALOGUE?

Facsimilas of Medal
Awarded
The Northern
Specialty Company
Utica, N. Y.
U. S. A.



Policy No.

ACCIDENT AND LIABILITY DEPARTMENT.

ÆTNA LIFE INSURANCE COMPANY,

OF HARTFORD, CONNECTICUT.

Report of Inspection of .... Elevator.

State Kind of Elevator and Motive Power.

Situate at

Name of Assured,

Date of Inspection, 190 . Name of Inspector,

Number of Landings

Car or Platform

Is Platform enclosed by Fence or Railing?

Size of Platform

Safety Apparatus (State condition and how tested)

Operating Apparatus

Lever—Is it in safe position?

" Condition of Latch

Cables—(Hoisting) How many? Size? Condition?

" (Counterweight) How many? Size? Condition?

" (Operating)

Hoistway, Car and Counterweight Guides and Counterweight

Countershafts

Overhead Sheaves, Timbers and Bearings

Automatic Trip

Belts

Brake and Connections

Pulleys (Tight and Loose)

Machine Bearings

Thrust Bearings

Keys and Set Screws

Dog Stop

Automatic Stop

Cylinders

Piping Pump

Valves

Pressure and Discharge Tank

Electric Motor and other Electrical apparatus

Method of guarding Car

Method of guarding Hoistway

Condition of Guards

If there is any Opening not properly guarded, so state

Where Platform is not enclosed, what is the space between Platform and sides of Hoistway?

Annunciator

Method of lighting Car

Condition of Freight Compartment, if any?

Is there an Inspection Sign suspended in Car?

Are there warning signals?

Are there Warning Notices affixed to Freight Car and at entrances to Hoistway?

Elevator Attendant—

Age as stated by the operator

Has he any apparent physical defect which would thus disqualify him for safely operating an Elevator?

Operator states he has or has not a license

NOTE—The Inspector is requested to pay particular attention to stuffing boxes, sheaves and bushings on machine, amount of oil in Worm box and *oiling in general.*

☞ ***Does the speed of the Elevator exceed 200 feet a minute?***

☞ ***Is there any part of the Elevator or Machinery, which by its construction cannot be inspected? If so, describe it, and state whether the safety of the Elevator is dependent upon it.***

Describe all defects in detail and REMARKS. ***what is necessary to remedy them.***

Signed Business

Address

This should be signed by the firm making the inspection, not the actual inspector.

(10,000. Ed. Sept., '06.)

Policy No. .... Index No. ....

Ætna Life Insurance Company, ACCIDENT AND LIABILITY DEPARTMENT,

HARTFORD, CONN.

Agency ....

MINE REPORT.

Date of Inspection, ... 190 .

Name of Mine, ... Coal or Ore Mine, ...

Location, ...

Employees. Output.

No. Employees above ground, ... Underground, ... Total, ...

No. of Minors, ... Prevailing Nationality, ...

Disposition of Employees toward Co., ...

Disposition of Foremen toward men, ...

Number and kind of animals in mine, ...

Output per day in tons, ...

Openings.

Shaft? .... How many? .... Depth? .... Slope? .... Length? ....

Depth? .... Drifts? .... How long main entries? ....

Exits.

Are outlets provided for escape in case of blocking of main passage, shaft or slope? ....

How many? .... Are means of egress up to law's requirements? ....

Is there a passageway around every shaft to allow men and animals to pass without going underneath the cage? ....

Hoisting Apparatus and Appurtenances.

Are the hoisting cages and cars substantial and safe? ....

Are the cages provided with suitable covers and bonnets? ....

Are the cages fitted up with iron bars or rings in sufficient number to furnish a secure hand hold for the passengers? ....

Do guide rails run from top to bottom of the shaft and are they of substantial material and construction? ....

Are the cages and cars provided with efficient safety catches? ....

Are cars provided with proper brakes, trailers, or drags? ....

Are the hoisting and other ropes in good condition? ....

Is the hoisting machinery in good condition? ....

Are pulleys, sheaves, drums and overhead supports in good condition? ....

How often are cages, ropes and safety catches examined? ....

Are entrances at top of shafts and intermediate landings properly guarded? ....

By what method? ....

Are the guards kept in place at all times? ....

Are sufficient lights maintained at all landings when the men are being hoisted or lowered? ....

Hoisting Engineer.

Is the hoisting engineer in constant attendance at his engine or boilers when there are workmen under ground? ....

Signals.

Is there a code of signals posted in front of the engineer when standing at his post? ....

Is there efficient means of conversing or signaling from the bottom of the shaft or slope with engineer in charge of hoisting machine? .... Kind of signals used? ....

Are signal codes conspicuously posted for the information of employees? ....

Is there a signal communication between engineer and breaker? ....

Machinery, Boilers, Etc.

Is electricity used? .... For what purpose? ....

Is all machinery, especially in breakers, such as engine, belts, shafting, wheels, etc., suitably covered or protected? ....

Is ventilating machinery in good condition? ....

Are stairs, trestles, and plank walks provided with hand rails? ....

Is there any machinery in the mine? .... Kind, and for what purpose? ....

Is boiler house and engine house provided with steam gauge to show pressure of steam carried? ....

Is there a steam gauge on every boiler? ....

Machinery, Boilers, Etc.

How many boilers on premises? How often are they inspected?
Last inspection, and by whom?
Are the boilers insured, and in what company?

Ventilation and Doorways.

By what method is mine ventilated?
How many cubic feet of air per minute is provided for each person?
For each animal?
Are currents forced into every working place throughout the mine? Is ventilation adequate?
Are all permanent doors in mine used in guiding and directing the ventilating currents hung and adjusted so as to close automatically? Are brattices in good condition? Are there attendants or "trappers" at all principal doorways through which cars are hauled?
Are shelter places provided for them at such doorways?

Dust, Gases, Drainage.

Are the passageways and rooms dusty? Is sprinkling done frequently to keep dust down?
Is fire damp in evidence? If so, to what extent?
Does the mine generate explosive gases? How is it expelled from the mine?
Is the drainage satisfactory?
Is the mine near any abandoned mine containing water?
Is any part of the mine burnt out?

Walls, Ceilings, Passageways.

Are the ceilings and walls securely propped throughout where necessary, and is timbering in good condition?
Are pillars pulled close up to face? Do miners do their own timbering?
Does company keep a supply of timber at each working place?
Are passageways provided with cuts which will permit persons to pass moving cars with safety?
Are passageways kept clear of obstructions?
Is there a repair gang to repair roads, tracks, etc.?
Method of haulage in mine?

Explosives, Shot Firers.

Is blasting powder or other explosives stored in the mine? If stored on the surface, is it at a safe distance from the mine buildings?
Are special shot firers employed? Are the men ordered from the mine when shots are fired? Is the mine inspected before the men return to work?

Inspection Competency.

Is the mine inspected daily by the mine foreman prior to the entrance of the men? If not, how often? Has the mine foreman a certificate of competency?
Has the hoisting engineer a certificate of competency?

Laws.

Are the laws relating to the employment of minors in mines properly observed?

Special Features.

Explain fully any features not included in the foregoing questions that are dangerous and contrary to law

Recommendations.

When defects are noted and improvements necessary, or precautions should be taken, state fully what is essential to be done under the conditions?

(5M. Form 245. Ed. March, '05.)

THE ÆTNA

ACCIDENT AND LIABILITY EDITION

HOME OFFICE

ÆTNA LIFE INSURANCE COMPANY
HARTFORD, CONN.

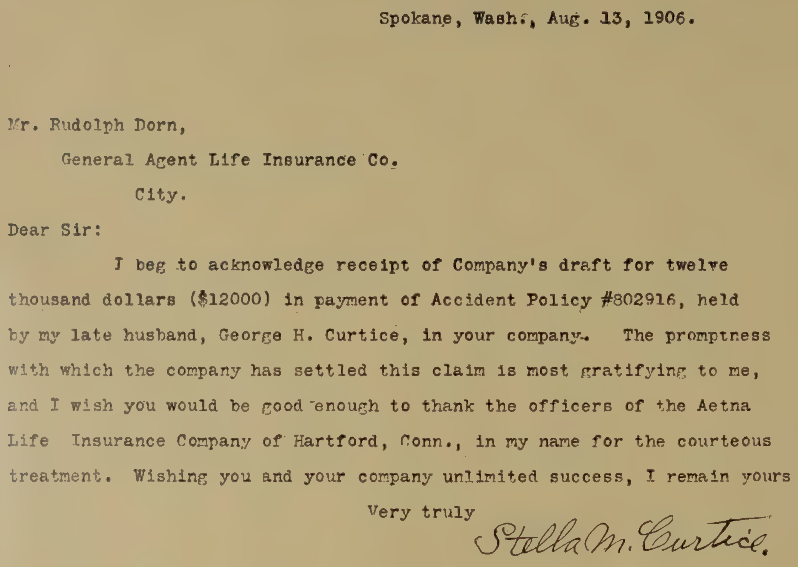
VOL. XL
NO. 2

THE LARGEST IN THE WORLD
WRITING

OCTOBER
NOVEMBER
DECEMBER
1906

LIFE ACCIDENT HEALTH and LIABILITY INSURANCE

INSURANCE FOR $5,000 BECOMES $12,000



Spokane, Wash., Aug. 13, 1906.

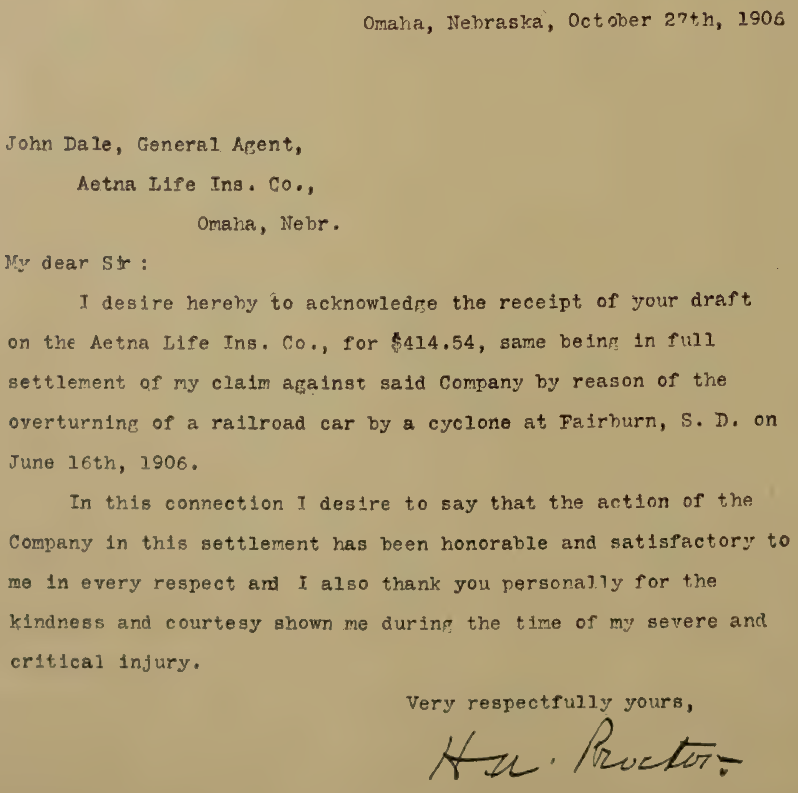
Mr. Rudolph Dorn,
General Agent Life Insurance Co.
City.

Dear Sir:

I beg to acknowledge receipt of Company's draft for twelve thousand dollars ($12000) in payment of Accident Policy #802916, held by my late husband, George H. Curtice, in your company. The promptness with which the company has settled this claim is most gratifying to me, and I wish you would be good enough to thank the officers of the Aetna Life Insurance Company of Hartford, Conn., in my name for the courteous treatment. Wishing you and your company unlimited success, I remain yours

Very truly
Stella M. Curtice.

A RAILROAD TRAIN AND A CYCLONE



Omaha, Nebraska, October 27th, 1906

John Dale, General Agent,
Aetna Life Ins. Co.,
Omaha, Nebr.

My dear Sir:

I desire hereby to acknowledge the receipt of your draft on the Aetna Life Ins. Co., for $414.54, same being in full settlement of my claim against said Company by reason of the overturning of a railroad car by a cyclone at Fairburn, S. D. on June 16th, 1906.

In this connection I desire to say that the action of the Company in this settlement has been honorable and satisfactory to me in every respect and I also thank you personally for the kindness and courtesy shown me during the time of my severe and critical injury.

Very respectfully yours,
H. W. Proctor

CONTENTS.

The William K. Vanderbilt, Jr., Cup Race, ... 33

An Interesting Automobile Case, ... 36

Exposition of Safety Devices and Industrial Hygiene, . . . 37

A Dynamite Explosion, ... 39

Accidental Reasons Why, ... 39

Guarding Exposed Gearing, ... 40

Why You Should Insure Against Lawsuits, ... 42

Child Slavery Reform, ... 43

Life and Limb Accumulative Accident Policy, ... 44

A Dangerous Place, ... 45

The Log Book of a Motor Car, ... 46

As They Do in the South, ... 47

Accumulative Accident and Accumulative Disability Policies, . . 48

Do Inspections Prevent Accidents? 50

Violation of Child Labor Laws not a Legitimate Hazard for Insurance, 51

Automobile Liability Insurance in Winter, ... 52

Service to Liability Policy-holders, ... 52

William Gardner Morgan, ... 54

The Accident Roll of the Ætna Life, ... 55

One-Third of All Deaths Due to Accidents, ... 57

Disability Insurance, ... 58

Liability Sparks from the Home Office Anvil, ... 59

The man who claims to be what he is not is a hypocrite.

The Insurance Policy which claims to be what it is not is a fraud.

The

WILLIAM K. VANDERBILT, Jr., CUP RACE.

(*The accompanying photos are by courtesy of Messrs. Peabody, Slosson & Smyth.*)

THE third race for the William K. Vanderbilt, Jr., Cup was run on Long Island, October 6th, and for the third time a French car won.

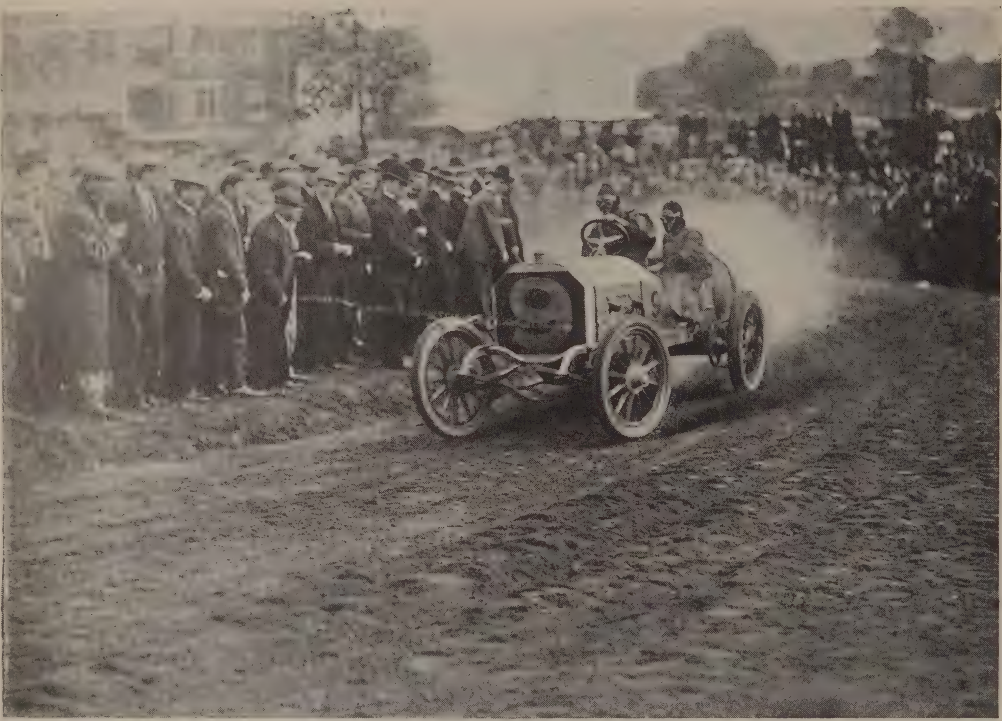
In January, 1904, Mr. William K. Vanderbilt, Jr., offered the now historic Cup to the American Automobile Association, to be raced for annually. He wisely provided that no matter who won the Cup the first year, the second race should be run on American soil, and after that in the country by whom it was won.

In October, 1904, the first race was run and was won by George Heath, an American, driving a French car.

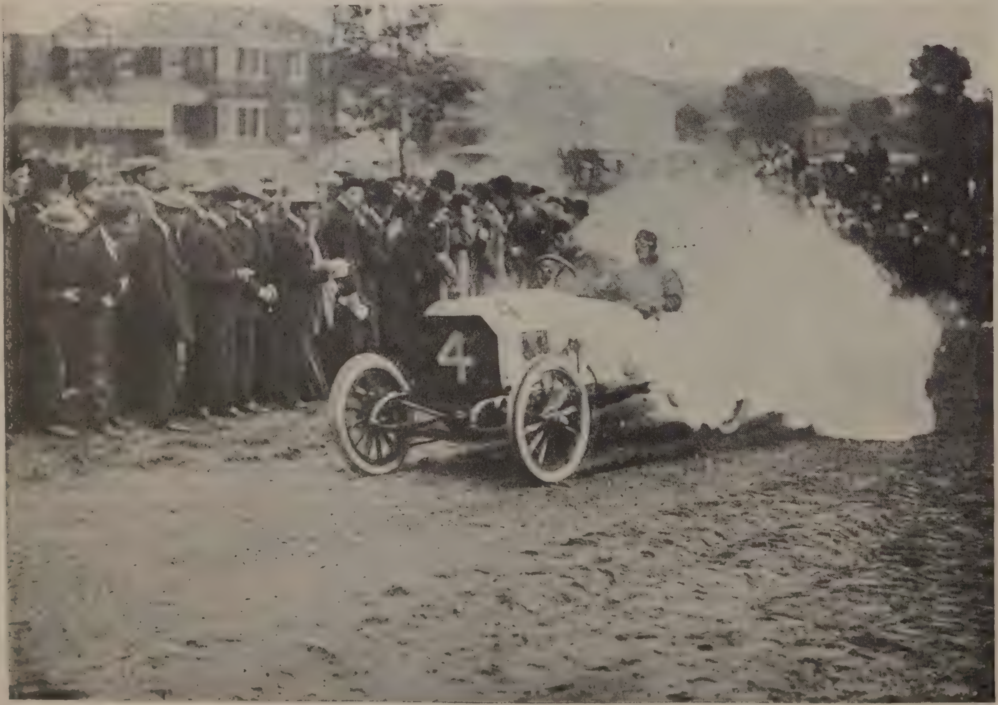
Under the deed of gift the second race was held over practically the same course, in October, 1905, and was won by Hemery, driving a French car. This placed the Cup in the custody of the Automobile Club of France, and the race should have been run in that country this year, but by agreement with the French Club, who did not care to undertake the running of the race, the American Automobile Association again conducted the event.

This year Wagner, driving a car of French manufacture, won the event, but it is probable that the French Club will again refuse to conduct the race, and that another

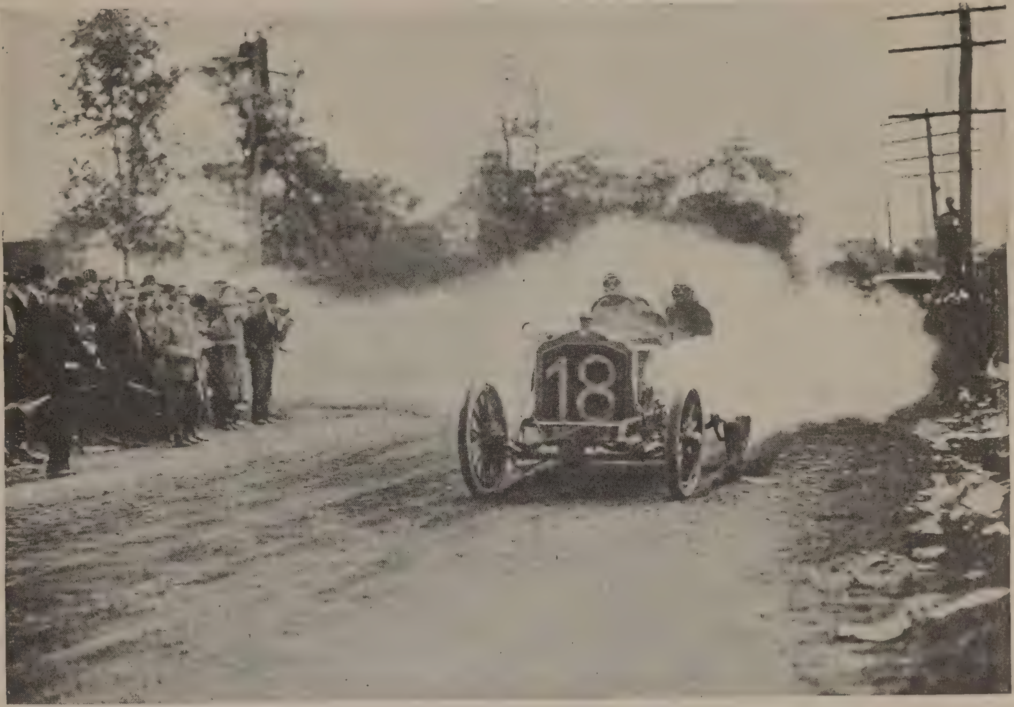
The Start: Wagner (the winner) at the tape waiting for the word "go." The Starter, watch in hand, is calling off the seconds.



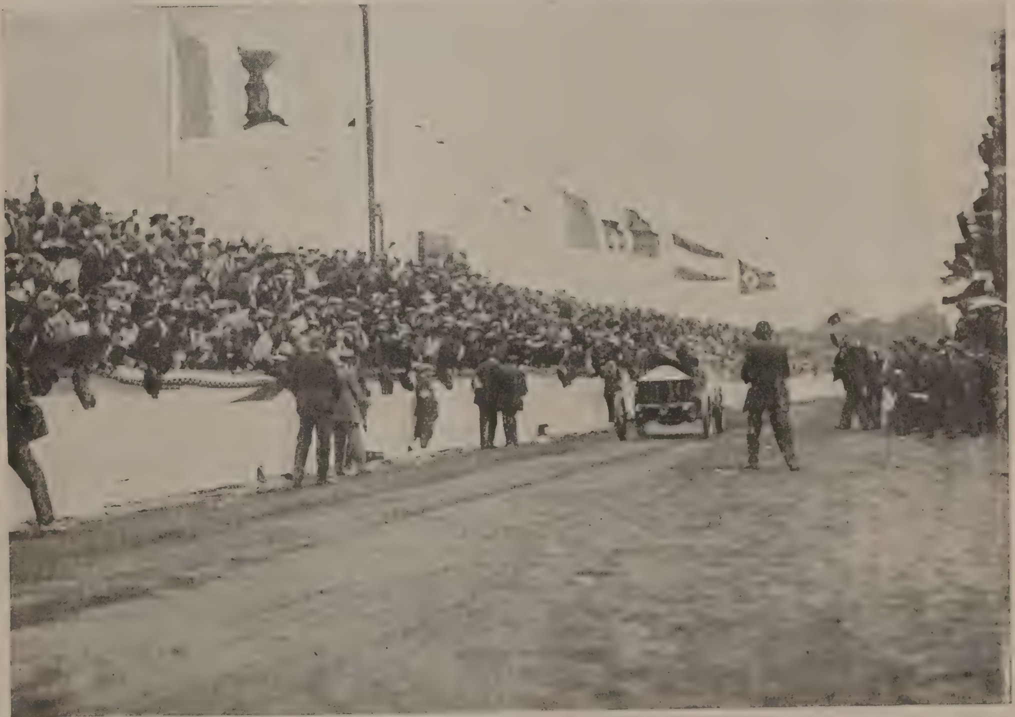
Tracy, the American favorite, hugging the inside in rounding " Hairpin Turn."



Lancia; the popular Italian driver, skillfully negotiating the dangerous " Hairpin Turn."



Duray making a wide sweep on the "Hairpin Turn."



The Finish: — Wagner Crossing the tape on his last lap and winning the race.

year will see the event run in this country as heretofore.

The question is often asked, "Of what value is a long distance road race such as the Vanderbilt?" Looking at it from a practical standpoint it would at first seem that it had no value as far as mechanical improvement in automobiles is concerned. This, however, is far from being the actual case, as races of this sort have brought about many decided improvements in touring cars. In a word, it is a test of mechanical features such as manufacturers can get in no other way. While but a small percentage of automobile manufacturers enter into such contests, nevertheless the lessons taught the companies who do enter are taken advantage of by others, and the information gained is of value to the entire industry.

Aside from the practical value as concerns the manufacture of automobiles, the race must be considered purely as a sporting event. The "Vanderbilt Race" is without question the greatest sporting event held in this country, and creates a public interest second to no event of the year.

Each year a large number of the entries for the race are made by amateurs, who enter it solely for sport, and it is probable that in the future the entry list will be made up even more largely of such sportsmen. Considering, therefore, the immense popular interest which the race creates, as well as the practical value which it is to the trade in general, the question should be, not of what value is the "Vanderbilt Race," but rather, how can it best be run another year.

The manufacturers of automobiles want it, the dealers in automobiles want it, and the automobilists and public at large want it, and the only point which should be considered in connection with it is, how can it be taken out of the class of dangerous competition and placed on a basis where the element of danger to spectators and drivers will be eliminated?

In the three races already held there have been but two fatalities. In the first race Geo. Ahrents driving a Mercedes overturned and his mechanic was killed. In the last race Elliot F. Sheppard ran into, and instantly killed, a spectator who was in the road. Considering the way the public crowded onto the course it is a miracle that there have not been many more accidents. On a private course, or one properly policed, the race will be as safe as any other sporting event, and all criticism against it will cease.

AN INTERESTING AUTOMOBILE CASE

AN automobile liability case, which presents several interesting features, has been dragging through the courts for several years and was only recently settled. In June, 1903, Mr. John Maxwell, of Oneida, N. Y., became involved in an accident, for which, according to the facts of the case, he was not responsible.

While driving his car near Oneida, he met Mrs. Cora B. Davis driving with a small child in a buggy. The horse did not appear to be frightened and she gave no signal for him to stop. He slowed down, however, and turned out into the grass at the side of the road in order to give plenty of room. While passing, the horse suddenly jumped to one side and threw Mrs. Davis out, bruising her, but not breaking any bones or causing any serious injury. The child was not thrown out and the carriage remained right side up. Mrs. Davis got into the carriage and remarked that she did not think she was hurt very much.

Two months later, in August, 1903, notice of suit in the sum of $5,000 was served on Mr. Maxwell. After several delays, the case finally came to trial before Judge Forbes, at Morrisville, in October, 1904, and the jury rendered a verdict for the plaintiff for $2,000. A motion for a new trial was denied and an appeal was taken.

In November, 1905, the Appellate Division of the Court of Appeals rendered its decision on the merits of the case according to the evidence. All five judges concurred that in their opinion the defendant did nothing for which he should be charged with negligent conduct causing the accident. The case was remanded for a new trial.

In the meantime in October, 1904, Mr. William H. Davis, the husband of the injured party, entered suit for loss of services in the sum of $2,500. This case was tried in May, 1905, and a verdict rendered for the plaintiff for $2,200. An appeal was taken and in July, 1906, the decision was reversed by the Appellate Division of the Supreme Court and a new trial granted, unless, with the consent of the plaintiff, the verdict be reduced to $1,200, in which case the judgment be affirmed.

From the above it would be seen that this case, growing out of an almost everyday occurrence of a horse slightly frightened by an automobile, has dragged through the courts for three years, at considerable legal expense, and that while in one case the decision was reversed, in the other it was practically affirmed. All the evidence tended to show that the driver of the automobile was in no way to blame for the accident, and that the injuries actually occasioned by the accident were not especially serious.

In this case the amount of bother, worry, and time — to say nothing of a big expense account — would all have fallen on the shoulders of the automobilist had he not been insured. As it was the Ætna carried the entire case, employing the attorneys, paying court expenses, getting evidence, conducting the trials and finally effecting settlement.

It is just such cases as this — which are likely to happen to any driver of an automobile — that make Automobile Liability Insurance of practical value to every motorist.

◆

"Mamma, I'se got a stomachache," said Nellie Bly, six years old.

"That's because you've been without lunch. It's because your stomach is empty. You would feel better if you had something in it."

That afternoon the pastor called, and, in the course of conversation remarked that he had been suffering all day with a very severe headache.

"That is because it is empty," said Nellie. "You'd feel much better if you had something in it." — American Spectator.

EXPOSITION OF SAFETY DEVICES AND INDUSTRIAL HYGIENE.

THE American Institute of Social Service will hold for two weeks during the coming winter an Exposition of the best devices for safeguarding the lives and limbs of workmen, and preventing accidents under the ordinary conditions of life and labor to which the general public is exposed.

One of the objects of the American Institute of Social Service is to promote an interest in the need for the establishment of a Museum of Security similar to those at Paris, Berlin, Munich, and Amsterdam. In these museums are gathered models and photographs, drawings and safety devices for all kinds of machinery.

When we pause to consider that perhaps three-fourths of the accidents in manufacturing establishments are preventable, the value of such an institution will be appreciated. It will be the means of bringing about a better condition of things. With the knowledge that safeguards can be provided for the protection of the people, laws will be enacted compelling their use.

While in many states there are many excellent laws covering this question, yet, this country is far behind some of the countries of Europe in this respect. This is manifest in the far greater number of accidents, in proportion to population, here than there.

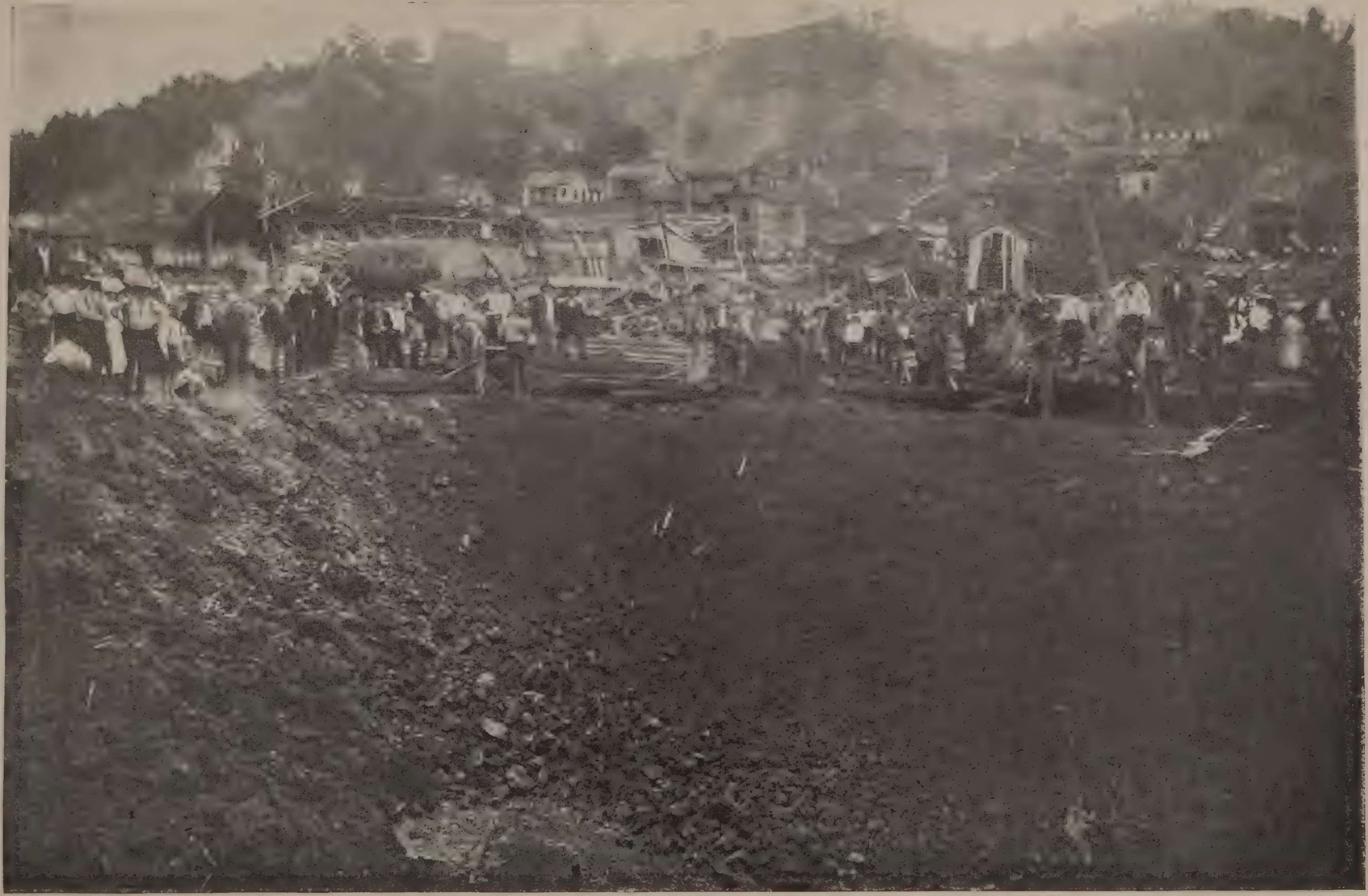
This country should not be a laggard in the interests of its vast industrial army. It should be the peer of any country looking for the welfare of its people.

We are in hearty accord with the movement of the American Institute of Social Service and wish it all success in attaining the object in view.

◆

"What? Fell downstairs! How did it happen?"

"Why, you see, I started to go down, and my wife said, 'Be careful John!' And I'm not the man to be dictated to by any woman, so down I went." — Tit-Bits.



Havoc wrought by explosion of car load of dynamite.

A DYNAMITE EXPLOSION

The havoc that can be produced by an explosion of dynamite is partly depicted by the illustration on the opposite page. The explosion occurred Friday morning, September 21, 1906, in the railroad yards at Jellico, Tenn., where a car containing some eleven tons of dynamite was being switched about.

The cause of the explosion was due to carelessness in switching. A string of cars, heavily loaded with pig iron, was backed up against the car containing the dynamite with terrific force, and the explosion immediately followed. Two towns, Jellico, Tenn., and Jellico, Ky., were almost demolished. Nine men were instantly killed, and hundreds of persons were more or less seriously injured.

Where the car of dynamite stood a hole thirty feet deep and about seventy-five feet across was blown in the earth. The hole, and immediate surroundings, are shown in the picture.

ACCIDENTAL REASONS WHY

From *The Insurance Press.*

FIRST AIDS FOR AGENTS.

Every newspaper item of an accident is a warning.

The wise man profits by the mistakes and mishaps of others.

What shape would your affairs be in after your shape was injured by accident?

It is better to be sure headed and carry insurance, than to be sure footed and have none.

"Coming events cast their shadows before." Not true in the case of accidents, which rarely give warning.

An orderly household is more liable to accident than others, for "accidents" happen even in well regulated families.

Will you be one of the 30,000 persons injured today? Statistics prove that that is the average daily number.

Are you sure that you will go through the coming winter without illness? If not, get a health policy.

One doesn't have to be an artist to draw indemnity from an accident company.

There's many a break betwixt the fut and the hip — is the Irishman's version of the old proverb.

The stiff-necked man who refuses to take accident insurance may soon be a stiff-legged man with his knee in a plaster cast.

Some men believe more in protecting their political party than they do in protecting the little female party at home, by not carrying accident insurance.

How would you keep up your life insurance policies if you should meet with an accident or illness which would keep you idle a long time?

A mishap becomes a misfortune without accident insurance.

Wherever men congregate, the accident bacteria soon follow.

Hapless from injury! Helpless from incapacity! But not hopeless, if there is accident insurance.

There is greater honor in dying insured than in dying a national hero's death.

These are dangerous days. Many an individual gets hurt by political orators shooting off their mouths.

By taking a life insurance policy a man commits a good deed and secures a good deed.

Nearly one person in every eighty in the United States has directly or indirectly received accident benefit.

An accident policy is the best aid to a surgeon. It helps him by giving peace of mind to the injured.

Almost any article, except man, can be warranted for a year or even longer. Man cannot be warranted for an hour.

You may lose your vote by being detained in a hospital on Election Day. Vote now for sufficient insurance protection.

If you carry fire insurance, so should you also have accident insurance, for a fire always brings the chance of bodily injury.

GUARDING EXPOSED GEARING

The two illustrations here printed, taken from photographs, show a section of a wall paper printing and coloring machine in use at the mills of the Audebert Wall Paper Company, at Chicago, Ill.

As will be seen, there are a large number of gears of various sizes. The large gears attached to the cylinder around which the paper passes are about four feet in diameter and run at a speed of about sixty revolutions per minute. To these large gears are meshed the numerous small gears which rotate at three hundred revolutions per minute.

The small gears are attached to the ends of the color rolls, and it is the duty of the employees in charge of the machine to see that the pans underneath, from which the rolls are fed, are kept well supplied with color. This work necessarily brings the employees close to the gearing. If the gearing is exposed there is constant danger of some part of a person's clothing catching in the gears, in which event a serious accident would in all probability result.

As originally installed, the gearing on these machines is exposed, and the possibility of accidents in connection therewith was clearly pointed out by one of the Ætna's inspectors.

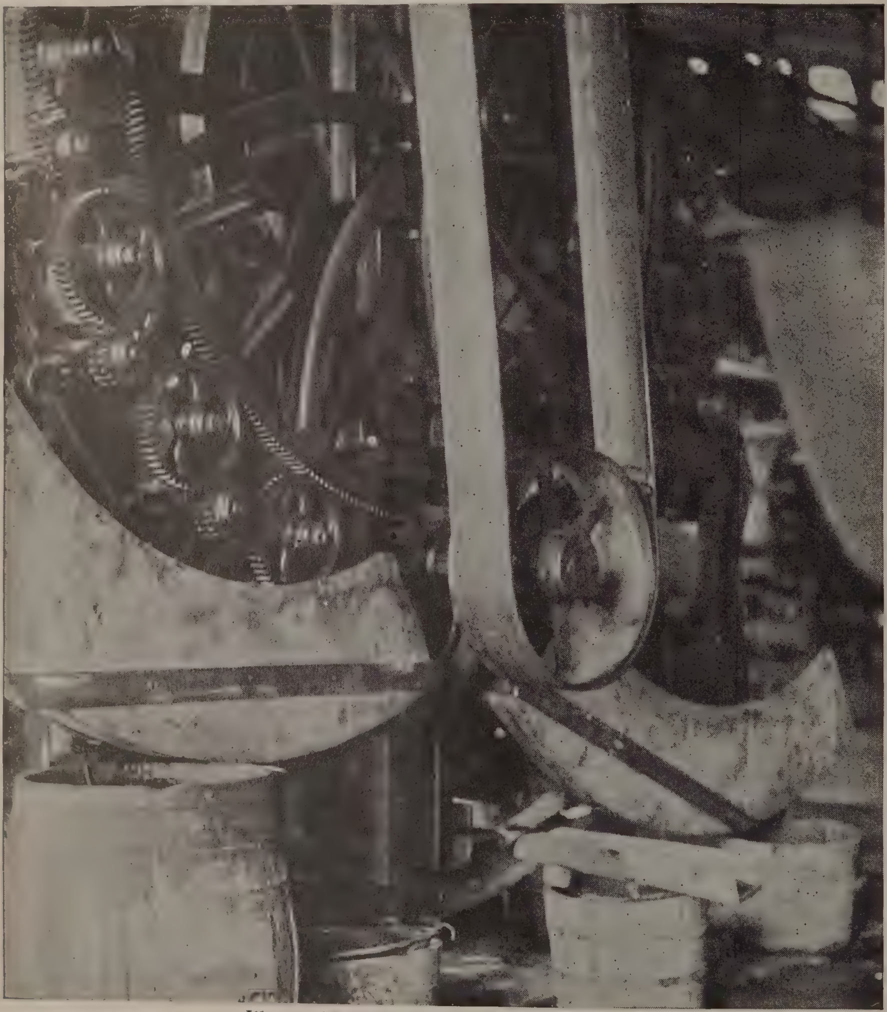


Illustration showing guards removed.

Owing to the character of the work performed by the machines, requiring the changing of the rolls every time it is desired to print a different design, it was quite a problem to devise a guard that would afford protection and at the same time not be a handicap. Mr. Audebert of the firm realized the importance of guarding the gears and after some thought on the subject, designed the guards as shown in the illustrations.

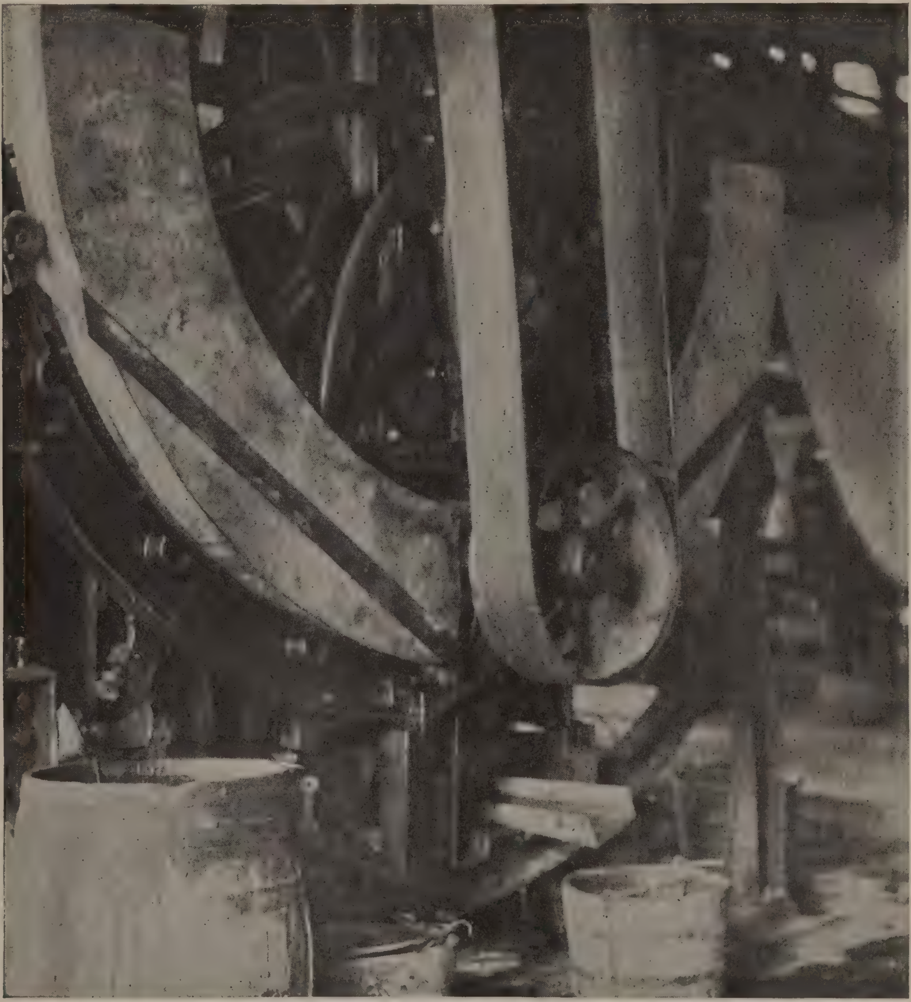


Illustration showing guards in position.

The guards are made of sheet iron, reinforced by iron bands, and, as constructed, will not easily get out of shape with rough usage. Furthermore, they can be removed and replaced quickly and without difficulty. With the guards in place the gears are so well covered that the danger attending them is completely eliminated.

This illustration proves that because *no safeguards are furnished* by manufacturers for dangerous parts of a machine, *is no reason why they cannot be provided* in many instances. It should, however, be the duty of all manufacturers to consider safeguards for the protection of the operator, one of the prime essentials in the construction of a machine, and no machine with dangerous parts should ever leave the factory without suitable guards.

. . . THE ÆTNA . . .

WHY YOU SHOULD INSURE . . . AGAINST LAWSUITS

Workmen can sue you without cost to themselves, and while your

Employees may not be of a troublesome class they may be influenced by claim-promoters to sue in case of accidental injury.

Persons other than employees accidentally injured about the premises invariably sue for damages,

Regardless of their own responsibility for the accident, or the existence of negligence on the part of others.

On the slightest pretext employees may sue you, even for accidents caused by the negligence of a fellow-workman, and

The suit may be brought against you long after the occurrence of the accident by which he was injured.

Employers and business men can ill afford to assume the risk of this ever-increasing and uncertain liability.

Credit of otherwise responsible manufacturers and business firms is sometimes seriously impaired by such damage suits.

To go to law means loss of time, money, and endless annoyance and worry.

Your profits may be seriously curtailed as a result of accident unless you are insured.

Only insurance against such risks will enable you to fix and reduce your expenses to a minimum.

Under the protection of a Liability Policy in the ÆTNA LIFE INSURANCE Co., you will save money and time, and be relieved from all such annoyances.

CHILD SLAVERY REFORM

An Appeal by Rev. Edward Everett Hale, D.D.

WE take pleasure in reprinting from the October issue of the "Women's Home Companion" extracts from this distinguished author's article on Child Slavery Reform. After vividly depicting the life of children under different conditions, comparing the child of the workshop with the child in more favored circumstances, he asks:

"What Can We Do About It?"

and goes on to say:

What you and I can do about it is this: We can recollect what we were when we were eight and nine and ten and eleven and twelve years old.

We can ask ourselves whether it would have been a good thing for us to be shut up in the factory or a sewing room for 306 days every year at that time of life. Every one of us knows that it would have been a bad thing.

First — Those are the growing years of life. You and I, well, perhaps we were 4 inches taller every year than we were the year before. We did not earn any wages — no! But we were growing up strong and well because we could try ourselves in all sorts of life. We had good exercise. We had as much to eat of what was good for us to eat, and we were happy.

Second — We recollect again that we were a great deal with our fathers and mothers and brothers and sisters. We knew what the word home was, and that home is the dearest place in the world.

Third — We do not talk about it a great deal, for it is too sacred a thing to be lightly talked about, but some of us, perhaps all of us, found out that God is our loving Father; that he is very near to us and that we are very near to him. We would not lose the memories and the help of what he has told us and we have told him for anything which you can offer us.

Fourth — Most of us came out when we were 16 years old, strong and well, ready to take part with the best men and women in the world, in the very best work of the world.

I think myself that that would be a wise nation or a wise State which could make such laws that people shall not make money out of their children before they are 16 years old. I think it would be a good thing to devote those sixteen years wholly to the education of the children, to making them better men and women. Let boy and girl help in the home. The more work they do there the better. But let them be the companions of fathers and mothers as much as possible until they are 16. But here is one of the cases where I cannot have my own way. The custom is so general which permits fathers and mothers to "hire out" their children, as the phrase is, that you and I cannot make a law that children shall not earn wages before they are sixteen.

What can we do? We can say that they shall not be confined in factories or workshops, except for very limited hours, before they are fourteen. We can say, until a boy or girl is sixteen they shall have the privilege of going to school at least half the year. In some cases we can say that one set of children at work shall work in the morning and another set shall take their places in the afternoon. This is a practicable method of legislation which has not yet been applied. But the sooner it is applied the better.

We can insist upon a very careful and rigid inspection of factories and workshops by public officers who are in nowise pecuniarily interested in the establishments which they examine. Such examination should be possible at any hour of any day, and the publicity given to the results should be such as should make it certain that factory or workshop visited shall be kept neat and sweet and clean.

This country is governed, and ought to be governed, by public opinion. And you and I, dear reader, must do our share to keep the public opinion good and just.

THE ÆTNA

LIFE AND LIMB ACCUMULATIVE ACCIDENT POLICY

PROVIDES
MORE
PROTECTION
FOR THE
SAME
MONEY

$10,000.00
For
$30.00

THAN ANY
ACCIDENT
POLICY
OF ITS
KIND
ISSUED

A Policy for $10,000 Principal Sum Accumulates to $15,000 and Pays

SINGLE BENEFITS FOR	First Year	Yearly Additions for Ten Years	Total Amount Payable Eleventh and Subsequent Years
Accidental Death	$10,000.00	$500.00	$15,000.00
Loss of Two Limbs	10,000.00	500.00	15,000.00
Loss of Two Eyes	10,000.00	500.00	15,000.00
Loss of One Limb	5,000.00	250.00	7,500.00
Loss of One Eye	3,333.33	166.66	5,000.00

This Policy covers Accidental Death by Freezing, Gas, or Poison

SINGLE BENEFITS are paid for loss of life, limb, limbs, or sight from bodily injuries effected through external, violent, and accidental means.

The $10,000 Principal Sum Doubles to $20,000 and Accumulates to $30,000
For Railroad, Steamboat, Elevator, and Burning Building Accidents

DOUBLE BENEFITS Payable for	First Year	Yearly Additions For Ten Years	Total Amount Payable Eleventh and Subsequent Years
Accidental Death	$20,000.00	$1,000.00	$30,000.00
Loss of Two Limbs	20,000.00	1,000.00	30,000.00
Loss of Two Eyes	20,000.00	1,000.00	30,000.00
Loss of One Limb	10,000.00	500.00	15,000.00
Loss of One Eye	6,666.66	333.33	10,000.00

DOUBLE BENEFITS are paid if Insured is injured while riding as a passenger in any railway passenger car propelled by mechanical power, or while a passenger on a steam vessel, or while in a passenger elevator, or in a burning building.

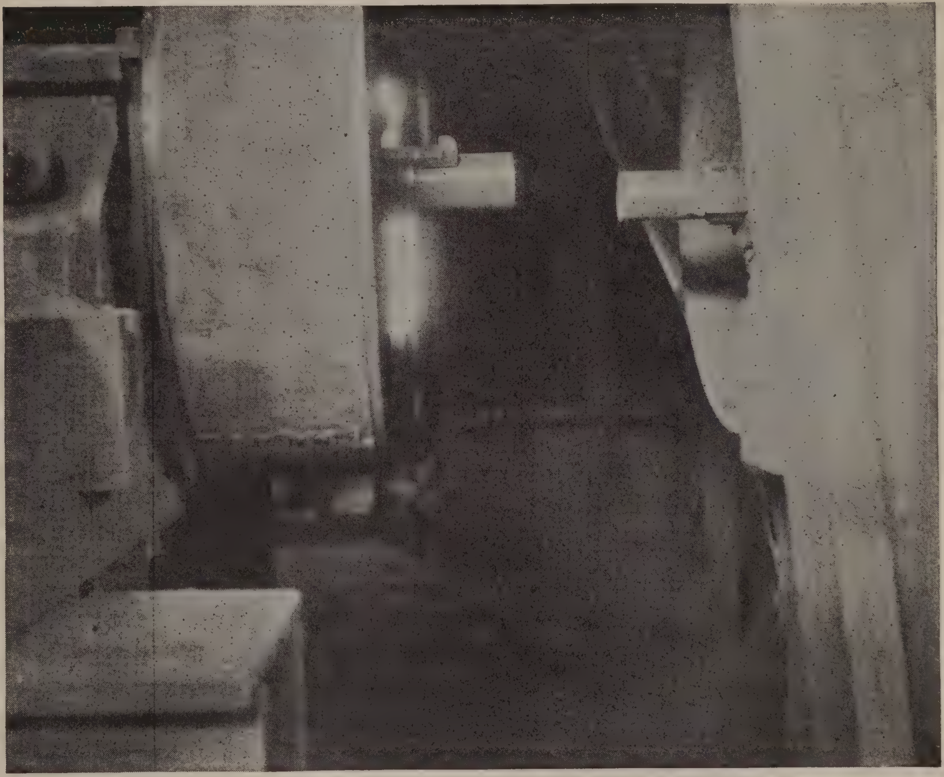
A DANGEROUS PLACE

The accompanying illustration shows a condition which existed until recently in a stone crushing plant, and which was the cause of a fatal accident.

The large wheels over which the belts run operate the crusher. The wheel shafts as shown are almost opposite each other and only eight inches apart. On one of the shafts is an unprotected protruding key. The ends of the shafting it was never thought necessary to guard, as owing to the narrow space intervening it did not seem probable that any one would attempt to pass between them. Nevertheless the employees were warned of the danger. One day the warning was disregarded. An employee undertook to go between the rapidly revolving shafts, and in doing so the upper part of the sweater he was wearing in some way caught on the protruding key and winding around the shaft literally strangled the man to death.

The causes leading up to the accident may be briefly summed up in the following: First, the protruding key and ends of shafting. They should have been covered. Second, the unguarded space between shafting. It should have been fenced or railed off. Third, disregard by victim of warning.

This case is but one of many where the accident might easily have been averted. To provide the necessary safeguards would have involved no expense and no trouble to speak of, yet because of failure to do this a man's life was forfeited.



Unguarded opening of eight inches between ends of shafts where employee met his death.

. . . THE ÆTNA . . .

THE

LOG BOOK OF A MOTOR CAR.

WE ARE NOT ANXIOUS to give away an expensive, cloth-bound book, arranged for keeping a record of mileage, incidents and cost of operation of a motor car, to anyone who does not want one,—

BUT WE WILL gladly present, without cost, a copy of such a book to any person who will appreciate it. If you really want the most complete and practical book of this sort ever published, all you need do is to ask any Agent of the Accident & Liability Department of the Ætna Life Insurance Company for a copy.

◆

INCIDENTALLY, WE WANT YOU TO KNOW that,—no matter how or in what book you keep the "log" of your motor car,—we can save you the necessity of recording any "loss or expense arising or resulting from claims upon you for damages on account of bodily injuries or death accidentally suffered by any person or persons by reason of the maintenance or use of your automobile while in your charge or the charge of your employees."

OUR AUTOMOBILE LIABILITY POLICY will protect you, not only from monetary damage, as clearly stated in the above quotation from the insuring clause, but also from the loss of time, annoyance and anxiety involved in claims and lawsuits.

* * *

ASK ANY ÆTNA AGENT for a copy of the "Log Book of the Motor Car," and for rates and information on our Copyrighted Automobile Liability Policy.

AS THEY DO IN THE SOUTH.

The following letter and cuts are reproduced by courtesy of the "Motor Age," Chicago.

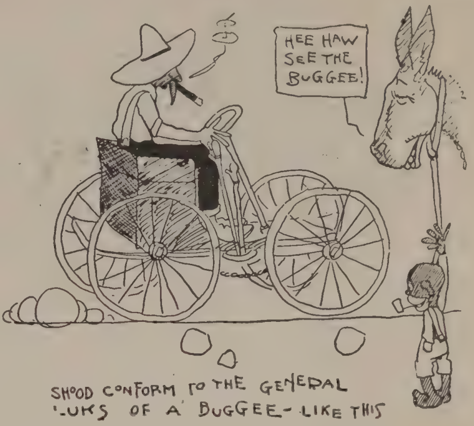
Cummings, Ga., Feb. 28, 1906.

To the Waltham M. Fg. Co.

Yours to hand. I went and looked at one of your Buckboards Autoes, and after riding in it over such roads as we have, I find that if I was to buy a new one from you, I could not use any part of it but the engin and the counter shaft.

The following are the requirements of an auto, to be used here. From wheel to wheel, 60 in. and the highest you go is 56 in. then a pneumatic tire will not do here at all, then the wheels should be about 48 in. in diameter wood wheels, in fact it would have to conform as near as possible to the general looks of a buggy. Now you ma think I am a crank, but I know what I am talking about, you machine will work O. K. in town but will do dead quick in the country. It would cost me at least $100.00 per month for damage suits to run one here. All chains and wheels abut the car should be covered so a horse could not see them, then a horse is afraid of those mettle spokes in your wheels, in speaking of horse here, I includ MULES.

Now it makes no difference as to what college you got your education from, you failed to get any learning of the MULE & the NEGRO. You associate with learned men and horses, while I associate with NEGROES and MULES. 95 per cent. of the horses in this Country are mules. A mule can not stand any mettle, not even a bicycle. Now you can take the shalves of from a buggy, and rush it buy a mule all day, and he will not scare, but you put mettle wheels on it and he will tare up the patch.


HEE HAW SEE THE BUGGEE!
SHOOD CONFORM TO THE GENERAL LUKS OF A BUGGEE - LIKE THIS

TOOT TOOT
SHINY WHEELS
LADEE
MEET A LADEE DRIVING - TEAR UP THE PATCH!

I have examoned all makes of Autoes, and I find none that can be used here, from the fact the men that build Autoes, all live in the north, where mules and negroes are scarce.

Now you come down here and rune one of your autoes through this County, and meat a lady driving a mule, you will see one runaway scrape, and in a few dayse you will be giving a bond for you appearance at the next turm of court.

And if the lady should get killed, you would see a mob cutting up your auto. A man in Atlanta the other day, let his driver take his Auto to the country, and he caused a mule to run with a lady, and it cost him more than the wearth of the auto.

You remind me of the farmer who said he'd sell a whole hog or none, and the skippers got his hog.

Now I am not trying to get up a patent on an auto, but I am going to make me one for my own use. The engin and countershaft is all that I could use of you machine.

You can make prices on it or not as you like.

ANSEL STRICKLAND, M. D.

MORAL:—CARRY AN ÆTNA AUTOMOBILE LIABILITY POLICY AND YOU CAN "MEAT A LADEE DRIVING A MULE" WITHOUT FEAR OF THE CONSEQUENCES OF THE RESULTANT "DAMAGE SUIT."

HOME OFFICE

PUBLISHED BY THE
ÆTNA LIFE INSURANCE COMPANY
ACCIDENT & LIABILITY DEPT.
HARTFORD, CONN., U.S.A.

VOL. XL. NEW SERIES NO. 2.

OCT . . . DECEMBER . . . 1906

ACCUMULATIVE ACCIDENT AND ACCUMULATIVE DISABILITY POLICIES.

ACCUMULATIVE ACCIDENT POLICY.

SOME accident companies are in these days embellishing their policy contracts with features which seem to offer great advantages to the insuring public. Provision is made in them for large payments for calamities that happen to relatively few people out of the millions that are insured. When it comes to providing for greater payments based upon calamities happening *all the time* which will prove specially advantageous to very many more people, because of the actual values embodied in the contracts, these policies are found lacking in a most remarkable degree. A great many more people *die* from accidental causes than are injured so as to be permanently totally disabled by paralysis, insanity, or other misfortunes; therefore, a policy which, *for the same money,* provides for an annually increasing amount of insurance, payable in event of the accidental death of the insured must necessarily, from the very nature of things, result in payments being made in very many more cases, and in very much larger amounts to the beneficiaries of said policies, than will ever become payable under policies which do not provide for *accumulations* based upon continuously carrying accident insurance in one company.

If you buy a $10,000 Accumulative Accident policy of this company, and continue it in force by annual payments of premium, the amount payable in event of your accidental death, or for the loss by accident of two limbs or both eyes, will increase $1,000 a year for five years, or to $15,000, after which time it will remain in force for $15,000 so long as the premium payments are continued. If an accident occurs while you are exposed to the special hazards of traveling by rail or by water, or while in a passenger elevator or in a burning building (as more specifically set forth in the policy contract), the amounts to be paid are *doubled,* so that the $10,000 becomes $20,000, — the $11,000 becomes $22,000, and so on until the $15,000 becomes $30,000. This payment, or any other which the policy provides, may be accepted in cash or in Twenty Year Gold Bonds of the Ætna Life Insurance Company on which interest at four per cent. will be paid annually until they mature, thereby providing a safe investment with a reasonable income for twenty years, at the end of which time the principal will be paid. In how many instances that you know of have the proceeds of insurance policies been lost or squandered through the lack of an absolutely safe investment such as is provided by these gold bonds?

The policy also provides for the payment of $5,000 if you lose either hand or foot by accidental means, this amount also increasing ten per cent. each year to $7,500, and it provides $3,333 for the loss of one eye, increasing to $5,000.

Many more persons are injured so as to lose their business time than are killed by accident. The policy provides that $50 per week indemnity will be paid for total disability resulting from bodily injuries, or $20 per week for partial disability resulting from such injuries, and these amounts are likewise *doubled* if the injuries are received through accidents sustained while exposed to the hazards of travel, elevators, and burning buildings, as already stated. For certain specified injuries, like fractures or dislocations of bones, you may elect to accept a fixed sum instead of the weekly indemnity. If surgical operations as set forth in the policy are necessarily performed by reason of bodily injuries, the surgeon's fees, in amount as shown by the policy, will be paid in addition to the weekly or other indemnity for which the injuries provide. It is not necessary to wait until you have fully recovered from your injuries before receiving weekly indemnity under this policy. You may be paid the accrued indemnity at the end of the first eight weeks of disability, and at intervals of eight weeks thereafter.

This policy also insures the person whom you name as beneficiary against accidents happening while she is traveling, or in a passenger elevator or burning building. Her insurance extends to fatal accidents or to accidents involving the loss of limb, limbs, or sight, also fractures and dislocations of bones. The amount payable in event of her accidental death would be paid to you (the insured), and the other payments to the beneficiary herself, as also surgeon's fees when made necessary by the sort of injuries on account of which payments are provided in the policy.

This policy is as briefly worded as it can be and set forth the various benefits outlined above which it contains. There are no restrictions as to travel or residence, nor is the insurance affected by your engaging in all the ordinary sports which the American public indulge in nowadays for recreation and physical improvement, nor does it contain any stipulation that you must tell us every time you buy another policy or change your occupation. You have simply to purchase the policy, pay the annual premiums, and feel sure that, should accident occasion loss of your business time, or even your life, you and those dependent upon you will receive from this company the payments which your forethought in selecting its policy and your wisdom in maintaining it in force has provided. There may be other policies offered to you, printed on larger sheets of paper and in larger type, and embellished with wider borders, and advocated with abler elocution than is possessed by some of the representatives of this company, but when you look for *actual values* in the amounts payable for the various contingencies that are likely to arise, and know about the *prompt service* rendered by this company in its dealings with its insured and their beneficiaries, and the *broad interpretation* which it has always placed, and always will place, upon its policy contracts, *you can make no mistake in intrusting your future welfare to this company along these lines.*

ACCUMULATIVE DISABILITY POLICY.

In addition to the above we provide for the payment of weekly indemnity for total disability caused by bodily *illness,* and also for the payment of fees for surgical operations performed as the result of illness. Of all the persons insured against accidents, *one in every six* are every year *injured* so as to draw indemnity under their accident policies. The possibilities of disability by illness are *even greater* than are the possibilities of being disabled by injury. How important it is then to supplement your accident insurance with health insurance covering disability from all kinds of diseases. That is what our Accumulative Disability policy does.

Manifestly, the provisions for the payment of indemnity for disability from sickness cannot be made so liberal as the payments under accident policies. The cost of a contract doing that would be prohibitory, but, nevertheless, at the prices charged for the protection afforded, the contracts are indeed liberal, and it is only by the public purchasing these policies in large numbers that the companies engaged in writing health insurance can go on and develop the business so that in the future the contracts may be made more liberal, should experience justify it.

Weekly indemnity for illness is payable during 26 weeks disability at $50 per week, for the period of actual house confinement, and at $30 per week during total disability without house confinement. If you are engaged in an occupation classed "Select" or "Preferred," in which classes nearly all business and professional men are included, you can obtain the protection above described, both as to accident and health insurance, at an annual cost of $120, unless you are over 50 years of age and under 60, in which event it will cost you $140, but if you are over 60, our rules prevent the sale to you of the health insurance. You can have the accident insurance at $50 per year from age 18 to 65. Whatever forms of accident or health insurance you may have heretofore carried, or if you have not carried any such insurance, an investment in a policy of the Ætna Life affording this protection is your first duty and privilege. It may seem hard to do it today, but your motto should be "*Do the hard things first,*" and you should live up to your motto. *Do it today. Do it first.*

DO INSPECTIONS PREVENT ACCIDENTS?

DO inspections prevent accidents? Yes, when the inspector's recommendations are promptly complied with; otherwise, no. As an illustration, we give the recent experience of a manufacturer whose plant was examined by an inspector of the ÆTNA LIFE INSURANCE COMPANY, in which company the plant was insured under one of their liability policies.

In the course of his examination the inspector came across an elevator hoistway unprotected on two sides. Originally, gates had been provided to guard the opening, but for some reason had been discarded and had not been in use for two years.

The danger was so great and the possibility of an accident so apparent, that the inspector immediately called the proprietor's attention to it and urged guarding the opening at once.

Perhaps because present conditions had prevailed for so long a time and no accident had occurred, prompt action was not considered necessary. Be that as it may, within one month after the inspection, an employee, having occasion to go to that part of the plant and not being familiar with the conditions, in the dim light of the room walked directly into the opening and fell 20 feet to the bottom of the pit. The result was compound fractures of both wrists, concussion of the brain, cuts on face and possible internal injuries.

Suit was instituted against the proprietor of the plant for damages on the ground of criminal negligence. The proprietor's liability was so evident that steps were at once taken to effect a settlement with the injured party. This was finally accomplished at a cost of $1,500. The plant being covered by liability insurance, there was no money loss to the owner, that being borne by the ÆTNA LIFE INSURANCE COMPANY, but the annoyance and trouble to which he was subjected was considerable, to say the least.

Do inspections pay? We unhesitatingly say yes, when heed is taken of the warning of the inspector; otherwise no.

The value of inspections is illustrated in the inspection of the plant referred to above. A dangerous place was noted and safeguards recommended. Had they been provided, the accident would not have happened. The accident demonstrated beyond question the value of the inspection, but it would have been more to the point if it had been better appreciated before the accident occurred.

The sole object of an inspection is to safeguard persons from injury, and whether made by a State Inspector or an inspector of a liability insurance company, such as the ÆTNA, the inspector's recommendations should receive the consideration and attention to which they are entitled. It is safe to say that if this is done many accidents will be averted.

VIOLATION OF CHILD LABOR LAWS NOT A LEGITIMATE HAZARD FOR INSURANCE.

LAWS relating to the employment of minors are enacted for the purpose of compelling the employer to exercise proper care over such employees and not place them in hazardous occupations, and such laws are based upon sound reason, justice and humanity.

Our courts firmly uphold such statutes for the reason that immature children are liable not to understand the language and importance of the regulations prescribed for employees in such occupations, and they may thoughtlessly disobey orders or expose themselves to peril, or do acts which would be careless in an adult.

The employers who violate such statutes are not allowed to screen themselves from liability because a child was injured by reason of those childish traits which give rise to the statute. Such statutes, prohibiting the employment of children under certain age limits, are designed to guard against the danger from accidents to children, and also to protect the health and general well-being of the children.

The statutes referred to generally prohibit the employment of a minor under sixteen years of age in any occupation which may be hazardous; and before the employment of any such minor the employer is required by statute to obtain a certificate from the parents, or superintendent of instruction, stating the child's age. If the minor is under fourteen years of age it is generally unlawful to employ him, but between the ages of fourteen and sixteen such minors can be employed but not permitted to be placed in hazardous occupations.

The courts holding the employers of children liable for any injury that may happen to a child while engaged in prohibited employment ought to have a wholesome influence, tending to check the evils against which such statutes are directed.

Employers' Liability Policies have always provided that the insurance company shall not be liable under said policies for damages that may be recovered from any policyholder on account of an accident occurring to a minor who is unlawfully employed.

This provision has had a good moral effect upon Liability Policy-holders who employ young persons in the operation of their plants. The fact that such policyholders will have to bear the burden of expense and damages in such cases necessarily makes them careful and painstaking in complying with such statutes.

We believe that any attempt to insure against accidents occurring to children whose employment is strictly and specifically prohibited by statute,— and the violation of which is a penal offense — *would be illegitimate, ill-advised, and pernicious in its influence upon social conditions.*

Such a policy would operate to defeat the very ends for which the statutes prohibiting the employment of children are enacted, and ought not to be issued on the grounds of being against public policy and the welfare of children. Insurance of such a nature would have the effect of defeating the will of the people in this respect and aid and abet careless employers in avoiding their prescribed duty to society and to the State.

If employers were able to buy such protection it would take away from children in a very large measure the safeguards with which the legislature in its wisdom has seen fit to surround them, and would be a practical defiance of the law-making power of the State, nullifying the enforcement of same by the courts of justice and aiding violators of the law to escape adequate punishment for wrong-doing.

Insurance against loss resulting from the violation of child labor laws would be putting "a premium upon crime" and could not but have a demoralizing effect upon the community in general, as well as upon the children whom the legislatures are seeking to protect from injury and death.

AUTOMOBILE LIABILITY INSURANCE IN WINTER.

A FEW years ago when the automobile industry was in its infancy, it was the common practice for owners to put their cars "out of commission" during the winter months. This practice has been decreasing gradually year by year until now it is the exception rather than the rule for an owner to lay his car up during the cold weather.

There are several causes contributing to this change in practice, chief among which is the increased efficiency of cars, making it possible to run them over slippery and heavy roads where a few years ago it was almost impracticable. The introduction and improvement of non-skidding devices is partially accountable for the present use of cars on snow covered and icy roads. There has also been a gradual introduction of non-freezing solutions for use in the cooling system of water-cooled cars in place of water, so that today the water-cooled car is practically on the same basis as the air cooled as regards cold weather use.

The use of tops and enclosed bodies, tending toward the comfort of passengers in cold weather, doubtless has something to do with the increased use of automobiles in winter. A few years ago it was almost impossible for a driver to find suitable clothing for very cold weather, and with the ordinary coats, gloves, caps, etc., he found it impossible to keep warm. Today, with coats, leggins, gloves, and caps constructed especially for automobile use, a person can be almost as comfortable in the winter as at any time of the year.

Whatever the causes may be, however, the fact remains that the great majority of automobiles in use today are kept constantly in commission during the winter months.

From a liability insurance standpoint, the use of machines in winter must be considered more hazardous than at other times. On slippery roads and streets the control of a car is more difficult; it is not only harder to stop in case of emergency, but there is the ever present danger of "skidding." On the other hand, it is probable on account of more inclement weather the owner will not use his car as much during the winter as at other times, so that, considering both the exposure and hazard, apparently the risk from the company's standpoint is just about the same.

Looking at it from the owner's point of view, it would seem that even though his car will be used less than during other times of the year, it is advisable to carry his liability insurance through the winter on account of the increased hazard. Even where it is intended to lay the car up for the winter, it is likely to be done in such a way that at any time the car is available, and a week of pleasant weather would probably tempt the owner to use his car. The chance for an accident being greater, it is obviously important that he be covered by liability insurance just the same as while the car is in constant use.

SERVICE TO LIABILITY POLICY HOLDERS.

WHAT is the ÆTNA doing for its LIABILITY Policy-holders? First of all it issues to them the most liberal and comprehensive contract ever granted by a Liability Company. In specific terms the policy states that the Company *does insure* against loss or expense arising or resulting from claims upon the assured for damages on account of bodily injuries or death accidentally suffered by reason of the operation of the trade or business described in the policy. On that question there can be no quibbling. It is a positive guarantee backed by the financial resources and reputation of the Company.

The premiums charged are at the lowest possible rates for which good insurance can be furnished. Cheap insurance is not good insurance at any price, and low cost insurance that cannot be relied upon to meet obligations many years hence is, to say the least, a poor investment. The ÆTNA LIABILITY Policy-holders have no apprehension on that score, knowing as they do that their contract with the Company will be just as good ten years from now as at the present time, and that any claims arising against the assured, no matter when, will be fully protected by the Company if covered by the policy.

The ÆTNA is ready and willing at all times to extend to the assured, through its legal department, expert advice respecting their policies or accidents in which they are interested under them. In fact, the Company solicits the confidence of the assured and seeks their co-operation in all matters affecting their interests.

Whenever an accident occurs, prompt notification of it should be sent to the Company with such detailed information regarding it as can be secured. Upon receipt of such notification the machinery of the Claim Department is immediately set in motion, investigation is made, and if the nature of the accident is such that in the opinion of the Company a suit for damages on valid grounds might result, proper settlement is effected if it is possible to do so. The assured is thus saved the annoyance incident to litigation. Should, however, the injured party reject an offer of settlement, and suit is instituted, the Company brings to the defense of the assured the best legal talent obtainable, and if the verdict is against the defendant, stands the damages within the limits as stated in the policy, together with the cost of the suit.

Trials are always annoying. They divert the mind from business, take up valuable time and are expensive. The ÆTNA avoids them whenever possible, much preferring settlement outside the courts when same can be made on equitable and just terms. Often this is accomplished by the quick and intelligent efforts of our investigating and adjusting department, and cases are disposed of that otherwise would have proved troublesome and expensive to all concerned. Much, therefore, depends upon the promptness of the assured in notifying the company of an accident, when, if it is advisable, proper adjustment of the case may be effected before the seed is sown that germinates into a suit for damages. The Company realizes the obligations the assured sometimes feel to an injured employee, and recognizing this, permission is granted in the policy for the assured to provide the injured party such immediate medical relief as is imperative, at the expense of the Company.

If accidents never occurred there would be no need of Liability insurance. Many accidents might, however, be averted if proper precautions were taken to avoid them. Especially is this true pertaining to those accidents which occur in factories and mercantile establishments, around elevators, through uneven and icy sidewalks, improperly lighted halls and stairways, and defective coal holes and hatchways.

In the interest of personal safety and looking to the avoidance of accidents, the Inspection Department of the ÆTNA is always at the service of the assured. The benefits of thorough inspection by competent men is becoming more and more understood and appreciated. Where once the inspector was looked upon with suspicion and as a meddlesome intruder in the affairs of the assured, he is now cordially welcomed and shown every courtesy. This, however, is contingent upon his ability, and a business man is not slow to discern whether a man is capable or whether he lacks the essential qualifications of a trained inspector. If he is not proficient he is in fact a meddlesome intruder. The policy of the ÆTNA is to secure competent men for this branch of the service; men who can discriminate between good and bad, and whose recommendations for improvements or repairs merit the approval of the assured because they are reasonable and warranted by the conditions.

Yearly, and sometimes more frequently, inspections are made of all mercantile and factory risks. Contractors' risks are inspected as often as is considered necessary. All elevators used for passenger traffic are inspected at quarterly periods. The object of the inspection is not to find fault for the purpose of making expense, but to improve conditions and safeguard persons from injury and death.

The best service the ÆTNA or any other Liability Company could render its policyholders would be to prevent accidents entirely. This being impossible, then to do what it can to reduce them to the minimum. This can be attained only by constant vigilance on the part of the assured, and the safeguarding in every possible way of dangerous and defective places. To this end the ÆTNA's expert inspectors are always ready to aid by inspection and advice.

Briefly then our service to the assured is:

To prevent accidents as far as possible through the medium of our Inspection Department.

To investigate accidents as soon as reported, and if liability is evident, to effect an immediate settlement.

To protect the assured from all fraudulent claims arising as a result of accidents.

To provide the assured with expert legal advice when a suit for damages is instituted.

To relieve the assured in every possible way of annoyance and anxiety resulting from accidents.

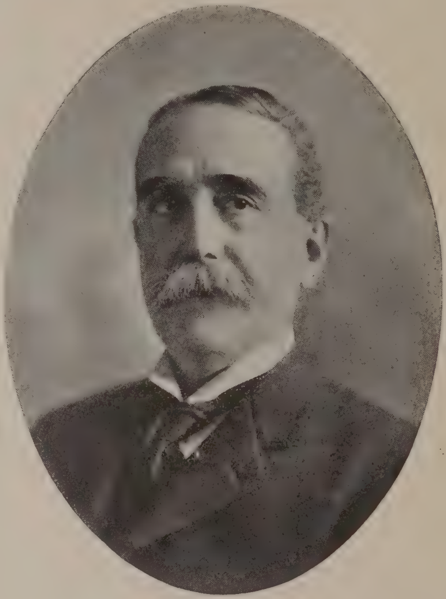
To give the assured the most liberal Liability Policy ever issued, backed by the greatest financial strength.

◆

WILLIAM GARDNER MORGAN.

THE death of Mr. W. G. Morgan, which occurred at his home in Hartford on September 26th, came to us very suddenly and filled as with a personal sorrow and individual loss the wide circle of his friends in and out of life insurance which he had made his life's work.

A native of the Empire State, Mr. Morgan was born in Brooklyn, N. Y., on December 23, 1846, the son of the late Mr. Nathan D. Morgan, then President of the North American Life of New York City. Educated for the navy he was entered at Annapolis, but was compelled to abandon that career on account of an injury.



WILLIAM GARDNER MORGAN.

His association with the ÆTNA LIFE dates from 1891, when he was appointed to the company's advertising department, in which is also included the editorial work in connection with the various publications of the company, — THE ÆTNA, ÆTNA LIFE NEWS, etc.

In this line of endeavor he had undoubtedly found his work, — and he did it. A master of figures, he had not only the pen of a ready writer, but possessed the rare gift of clinching his arguments by means of figures, and making figures tell their own story.

He brought to his work all the knowledge and intelligence which he had acquired in his earlier business career, while his natural abilities made him a man to be reckoned with wherever life insurance was the subject under consideration.

THE ACCIDENT ROLL OF THE ÆTNA LIFE.

A Partial List of Accident and Disability Claims Recently Paid — Providing Principal Sum for Accidental Death and Weekly Indemnity, etc., for Accidents of all Kinds

ACCIDENTS CAUSING DEATH.

Charles A. Goettel, Allison, Ia. Flame from stove ignited turpentine, body burned,	$2,000.00
Rev. Frank W. Hoover, Peoria, Ill. Bathing in lake, drowned,	5,000.00
Elliott R. Potter, Kansas City, Mo. Collision of street cars, crushed,	2,000.00
Chas. M. Hall, Trinidad, Col. Struck by engine, both legs cut off,	5,000.00
Walt W. Wilson, Buffalo, N. Y. Killed in automobile wreck,	5,000.00
Geo. H. Curtice, Spokane, Wash. Train jumped track, plunged into lake, drowned,	12,000.00
Chas. C. Smith, Cleveland, O. Struck by coal falling from bucket, skull fractured,	2,000.00
Lycurgus Winchester, Baltimore, Md. Driving, struck by car, neck broken,	6,200.00
Jas. L. H. Manning, San Francisco, Cal. Fell from launch, drowned,	$5,000.00
Willis S. Kellogg, Sierra Madre, Cal. Street car was struck by engine, concussion of brain,	4,400.00
William M. Groff, Philadelphia, Pa. Head crushed in automobile wreck,	6,000.00
Henry P. Weidig, Newark, N. J. Fell from hotel window,	12,500.00
Louis G. Charter, Hartford, Ct. Thrown from motor cycle, skull fractured,	1,000.00
Frank J. Schleper, Du Quoin, Ill. Fell from elevated platform, internal injuries,	1,000.00
Jas. L. Heard, Atlanta, Ga. Shot while discharging duty as deputy sheriff,	2,000.00
Dan W. Baldwin, Westfield, Pa. Auto accident, ribs punctured lungs,	6,000.00

ACCIDENTS CAUSING DISABILITY.

Wm. H. Dudley, Council Bluffs, Ia. Boarding car, slipped, foot and leg sprained,	$500.00
Jos. T. Cunningham, Rochester, N. Y. Fell on ice, leg fractured,	500.00
Wm. Colt, Cleveland, Ohio. Cranking automobile, engine back fired, wrist dislocated,	415.00
John F. Parkinson, Palo Alto, Cal. Ran over dog, thrown from automobile, concussion of brain, rib fractured,	350.00
Edward A. Turnbull, Grand Ledge, Mich. Fell from beam in building, head, neck, and back injured,	517.86
Daniel W. Haynes, Clifton Forge, Va. Attempting to jump from runaway team, caught foot in seat, knee sprained,	592.86
D. F. Hochdoerfer, St. Louis, Mo. Thrown from platform of car, leg fractured,	1,280.00
Wm. W. Drennon, Kansas City, Mo. Driving, struck root, thrown, elbow dislocated,	200.00
Finley H. Mudd, Texarkana, Tex. Elevator fell, leg broken, ankle sprained,	582.85
Frank C. Wallower, Joplin, Mo. Hand lacerated by explosion, right hand amputated,	1,666.66
Wm. H. Wasson, Topeka, Kan. Rear end collision, thrown against car seat, chest and arm bruised,	1,050.00
Henry C. Weber, Detroit, Mich. Thrown from street car, right leg broken,	817.14
Maurice W. Quinn, Brockton, Mass. Struck by pitched ball, finger fractured,	200.00
Ernest H. Schloeman, Chicago, Ill. Riding horseback, fell, spine injured, back and hip bruised,	550.00
Frank E. Harder, Lock Haven, Pa. Gun fell from counter, discharged, foot injured, amputated,	1,000.00
Frank E. Waterman, Parkersburg, W. Va. Walking, foot and ankle turned,	525.00
John Stagg, Evanston, Wis. Thrown from engine in collision, spine injured,	650.00
Julius Kahn, New York, N. Y. Car door slammed, cut off end of index finger,	$300.00
Wm. K. Miller, Augusta, Ga. Jumped from runaway team, knee bruised, forearm and nose fractured,	330.00
Harvey H. Brown, Cleveland, O. Fell over steel hawser, leg injured,	400.00
Michael O'Donnell, Rochester, N. Y. Boiler exploded, side scalded,	450.00
Michael Cashman, Buffalo, N. Y. Slipped and fell from running board of engine, tibia fractured,	430.00
Edmund J. Doering, Chicago, Ill. Thrown from car, fibula fractured,	390.00
David Z. Howell, Ardmore, Pa. Roller skating, fell, arm fractured,	350.00
Conrad Hamp, Baltimore, Md. Slipped on cobble stone, fell, leg fractured,	465.00
J. Albert Mathieu, Littleton, N. H. Hit by falling stove, femur fractured,	300.00
Edw. J. Putnam, Worcester, Mass. Thrown from carriage and dragged, hand broken, body bruised,	377.14
Cardenio F. King, Winthrop, Mass. Driving, horse fell, thrown from cab, head and knee injured,	285.72
Jno. F. Malone, Buffalo, N. Y. Stepping from boat, fell, ankle sprained,	460.00
Jno. E. Clark, Holyoke, Mass. Crossing street, run down by automobile, hip dislocated,	800.00
Wm. Robertson, Orange, N. J. Dancing, head struck gas fixture, fell, ankle sprained,	450.00
Geo. H. Driver, Wakefield, Mass. Car jumped track in collision, nose and base of skull fractured,	1,365.00
Geo. Lemans, Bristol, R. I. Fell under train, loss of foot,	333.33
Jas. H. Shepperd, M.D., Peoria, Ill. Sleigh overturned, arm injured,	368.57
Granger Farwell, Lake Forest, Ill. Riding to hounds, slipped in saddle, tibia fractured,	307.14
John A. Davidson, Chicago, Ill. Fell on steps, wrist sprained,	300.00
Robt. S. Shields, Canton, O. Fell on stairs, ankle sprained,	530.00
Geo. D. Clark, Council Bluffs, Ia. Runaway, thrown from buggy, leg fractured,	640.00

OFFICE RULES.

Many offices have rules for the proper conduct of the office. In some instances it is quite difficult to secure their enforcement. To those so troubled we submit the rules printed below, copied from a set adopted by one of our assured. They may prove more effective than those in use, for the reason that many persons will find it perfectly natural to comply with them.

OFFICE RULES.

1. Gentlemen upon entering will leave the door wide open or apologize.

2. Those having no business should remain as long as possible, take a chair and lean against the wall; it will preserve the wall and may prevent its falling upon us.

3. Gentlemen are requested to smoke, especially during Office Hours; tobacco and cigars of the finest brands will be supplied.

4. Spit on the floor, as the spittoons are only for ornaments.

5. Talk loud or whistle, especially when we are engaged: If this has not the desired effect, sing.

6. If we are in business conversation with any one, gentlemen are requested not to wait until we are through, but join in, as we are particularly fond of speaking to half a dozen or more at a time.

7. Profane language is expected at all times, especially if ladies are present.

8. Put your feet on the tables, or lean against the desk; it will be of great assistance to those who are writing.

9. Persons having no business to transact will call often or excuse themselves.

10. Should the loan of money be desired, do not fail to ask for it, as we do not require it for business purposes, but merely for the sake of lending.

11. If you see anything in the office that you would like to have as a souvenir, help yourself; take it without asking; don't be bashful.

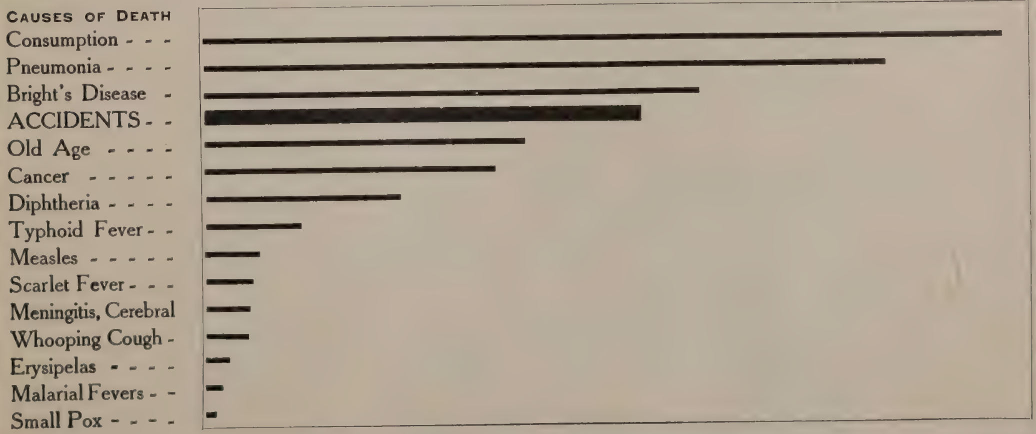
. . . THE ÆTNA . . .

ONE THIRD OF ALL DEATHS DUE TO ACCIDENTS.

The following illustration shows that practically one third of the deaths in the State of New York due to principal causes each year are the direct result of ACCIDENTS. If you are an insurable risk can you afford to go without this protection?

DIAGRAM SHOWING THE COMPARATIVE MORTALITY FROM FIFTEEN PROMINENT CAUSES OF DEATH IN NEW YORK STATE

COMPILED BY THE HEALTH DEPARTMENT OF THE STATE OF NEW YORK



DISABILITY INSURANCE

NEW FEATURES

PROTECT YOUR INCOME

WHILE DISABLED FROM ACCIDENTAL
INJURY OR ILLNESS

IN ADDITION TO THE USUAL FEATURES COVERED BY

DISABILITY INSURANCE

THE NEW

ÆTNA DISABILITY POLICY

(ACCUMULATIVE)

PROVIDES FOR THE PAYMENT OF FEES FOR SURGICAL TREATMENT MADE NECESSARY BY INJURIES WHICH DO NOT RESULT IN LOSS OF BUSINESS TIME

ALSO PROVIDES FOR THE PAYMENT OF

$(^{3}/_{5})$ **60** PER CENT. $(^{3}/_{5})$

OF THE WEEKLY INDEMNITY PAYABLE FOR TOTAL DISABILITY
WHILE CONFINED IN THE HOUSE FROM ILLNESS

FOR TOTAL DISABILITY IF NOT CONFINED IN THE HOUSE

SOME COMPANIES PAY NOTHING FOR NON-CONFINING TOTAL DISABILITY, OTHERS SOMETHING, BUT NONE PAYS SO LIBERALLY AS THE

ÆTNA LIFE

THIS NEW POLICY CONTRACT

COMBINING IN ITS ENTIRETY SO MANY DESIRABLE FEATURES, AND BACKED BY ASSETS GREATER THAN THOSE OF ANY OTHER COMPANY WRITING SIMILAR INSURANCE, MAKING IT POSSIBLE TO

Pay Promptly Every Claim No Matter How Large—

MEETS EVERY REQUIREMENT OF THE MAN WHO KNOWS WHAT HE WANTS AND WANTS WHAT HE PAYS FOR.

LIABILITY SPARKS

FROM

THE HOME OFFICE ANVIL.

With the honest manly man "to see a duty" is to do it.

It is only the selfish or indifferent who find enjoyment in playing "hide-and-seek" with duty.

The more difficult and trying a duty, the greater is the strength and satisfaction derived in its doing.

The *deliberate avoidance* of obvious duties is closely akin to "passive dishonesty."

Many otherwise honest men *fail to see their duty* because they are suffering from "selfish-matism" or "indiffer-mentia," prevalent and often incurable diseases of the sight and mind.

If we perform thoroughly and well the simple duties of today, we shall be the better fitted for the more strenuous ones of the morrow.

Placing confidence in other people will not answer for lack of confidence in one's self.

There are lots of people who do things just because somebody else does.

We are all too prone to follow custom, and there are some customs in the liability business sadly in need of reform.

Some people are foolish enough to believe that "the easiest way" to dispose of a subject is *always "the best way."*

The best way to do things is *"the right way,"* be it easy or difficult.

There is nothing like having a mind of your own and *"doing things right"* as approved by your own judgment and conscience regardless of what somebody else may do.

It is easy to find others who will *"think for you,"* but it is wise to keep in practice yourself.

"Chance" is the unknown or undefined cause of events that are uncertain or not subject to calculation.

The true principle of insurance is the removal of chance.

A liability policy-holder is not relieved of the chance of loss unless his policy of insurance provides *thorough* inspections, *prompt* investigations, *liberal* adjustments, *fair* dealings, and *absolute security*.

An ounce of forethought may save tons of regret.

There are only one hundred cents in a dollar, and the persistent ignoring of this fact has produced many bankrupts.

While we cannot always judge the future by the past, it is only the fool who ignores the lessons of experience.

There is no harm in being an optimist in hope if you are a pessimist in preparation; in other words, "Hope for the best and prepare for the worst."

You cannot judge a company's financial security by the amount of its *assets alone;* neither can you judge either the quality or value of a risk by the *size* of the premium.

THOUSANDS OF DOLLARS PAID FOR HAPS AND MISHAPS,

By the Accident and Liability Department of the Ætna Life.

THE COMPANY'S PROMPTNESS AND LIBERALITY ACKNOWLEDGED AND THE COURTESY OF ITS REPRESENTATIVES APPRECIATED.

A Satisfaction to Deal With the Aetna Life.

ELIOT M. MILLER,
Surveyor and Civil Engineer,
GREENVILLE, OHIO.
1317 Coliseum St., NEW ORLEANS, LA.
T. C. MORCOM, General Agent,
ÆTNA LIFE INSURANCE Co., Cincinnati, O.

DEAR SIR: — Yours of the 7th, enclosing draft for $85.71, duly received.

Please accept thanks for same and also for the very prompt return. It is certainly a satisfaction to deal with your Company.

Yours respectfully,
(Signed) ELIOT M. MILLER.

Settlement Without Unnecessary Delay.

LANSDALE, PA.
W. H. CARR, Agent,
Port Henry, N. Y.

DEAR SIR: — I am pleased to acknowledge receipt of draft from the Ætna Life Insurance Company in the sum of $2,500, being the full amount of the Accident Policy carried in your Company on the life of my late husband, David C. Rosenberry, and I wish to thank both you and the Company for their broad view of this case and prompt settlement without any seemingly unnecessary delay or trouble to me, and recommend the Ætna to all who desire the protection afforded under an Accident Policy.

Yours very truly,
LILLIE M. ROSENBERRY.

Appreciation of Fair and Liberal Treatment.

Aug. 13, 1906.
GRANGER FARWELL & COMP'Y, CHICAGO.
THE ÆTNA LIFE INSURANCE Co.,
Tribune Bldg., Chicago.

GENTLEMEN: — Permit me to thank you for the $307.14 this day received on account of Policy No. P56192, more especially to express my appreciation of the fair and liberal treatment accorded me.

Yours very truly,
GRANGER FARWELL.

Will Continue to Carry Insurance in the Aetna.

SALT LAKE CITY, Oct. 5, '06.
MR. E. W. TAYLOR, General Agent,
Salt Lake City, Utah.

DEAR SIR: — I am just in receipt of your letter of the 2d inst. enclosing draft for $126.42 in full settlement of my claim for three weeks and four days total and three weeks and five days partial disability.

I desire to thank you for the prompt payment of the claim. I will continue to carry my Health and Accident insurance in your Company.

Yours truly,
W. R. WARREN.

Commend the Aetna to all wanting Good Insurance.

ASHEVILLE, N. C., Oct. 10, 1906.
MR. GEO. E. LEE, Agent,
ÆTNA INSURANCE Co., Asheville, N. C.

DEAR SIR: — I beg to thank you for your prompt settlement and check for $75.00 for three weeks' sickness under your General Health Policy, No. 595054, which I held in the ÆTNA INSURANCE Co. I commend your Company to all wanting good insurance.

Yours truly,
M. H. KELLY,
Plumber Contractor.

Aetna Treatment Excels Them All.

SECOR, ILL., Oct. 15, 1906.
R. W. KEMPSHALL & Co., Managers,
ÆTNA LIFE INSURANCE Co., Peoria, Ill.

DEAR SIRS: — I am in receipt of the Company's check for $42.85 through your State Agent, W. H. Hoagland, to pay in full for my claim recently made. I wish to thank the Company for their promptness and to say that I have carried accident insurance in other Companies, but the treatment of the Ætna excels them all. Thanking the Company again for their promptness in settling my claim without a word of doubt.

Yours respectfully,
GEO. G. FLESSNER.

None so Prompt as the Aetna.

Oak Park, Ill., Oct. 23, 1906.

Fred B. Mason, Manager,
Ætna Life, Chicago.

Dear Mr. Mason: — Your draft received and accept thanks for same. No one so prompt as the Ætna!

Enclosed find my check to cover Ætna Sick Benefit Policy about due.

Sincerely,
C. E. Hemingway, M.D.

Due to an Agent's Persistence.

Mr. A. E. Mielenz, Manager,
Ætna Life Insurance Co., Milwaukee, Wis.

Dear Sir: — Kindly accept my thanks for the check from the Ætna Life Insurance Company to the extent of $52.87, for settlement in full of my claim of accident, which laid me up for several weeks. I do not wish to close this letter without thanking you personally for calling to my attention this sensible and valuable protection, and staying by me until you got my application, when I simply insisted on putting you off until some more convenient date.

I am very much impressed with the value of good accident insurance, even for men holding positions like myself where there is not very much danger, and do not hesitate in saying that, for the small premium required, no able bodied man in professional or business life should be without a good policy.

In closing I want to commend both you and your Company for the prompt and businesslike manner in which my case was handled.

Yours very truly,
Arthur E. Millies.

A Lawyer and Total Disability.

John Dale, General Agent,
Ætna Life Insurance Co., Omaha, Neb.

My Dear Sir: — Your esteemed favor with draft for $200.00 enclosed duly received. From conversation with friends the past several weeks, I gathered the impression Accident Insurance Companies usually considered a lawyer was not entitled to total disability. Naturally I was curious to know what position you would take when the time for adjustment arrived.

It was a surprise when you voluntarily offered, without a suggestion upon my part, the maximum amount my figures indicated as the liability of your Company under my $5,000 Policy, on account of Colles' Fracture of right arm.

I thank you for the very liberal adjustment and the prompt remittance of the amount agreed upon.

It is a comfort to know I can leave the question of an adjustment in the event of an accident entirely in your hands, and be certain of fair treatment.

Yours very truly,
Charles E. Clapp.

Injured Within Ten Days After Taking Out Policy.

October 8, 1906.

Mr. K. L. Laffer, Agent,
Ætna Life, Accident Dept., Milwaukee.

Dear Sir: — In acknowledging receipt of your Company's draft for $52.30 I desire to thank you for the very prompt and satisfactory settlement of the claim I made for an accident received within ten days of taking out the policy.

Yours truly,
A. T. Holbrook.

Accept Thanks for Prompt Attention.

Office of American Consul,
Eibenstock, Saony, Germany,
October 23, 1906.

Mr. J. C. Barrows, General Agent,
Ætna Life Insurance Co., St. Louis, Mo.

Dear Sir: — I beg to acknowledge the receipt of your letter of the 3d inst. with draft of your Company for $83.57, in payment of my accident claim under policies 660801 and 502503.

Please accept my thanks for the prompt attention given this matter by yourself and Mr. Karst, to whom I ask you to convey my cordial regards.

Very truly yours,
William C. Tiechmann.

Words will not Express Gratitude.

Dr. N. E. Friedman, Cleveland, O.,
November 9, 1906.

W. G. Wilson, Manager,
Accident and Liability Department,
Ætna Life Insurance Co.,
Cleveland, O.

Dear Sir: — Permit me to thank you for the prompt settlement of my claim against you, this being the second claim on my Health Policy within a year. Words will not express my gratitude to your Company for honest and square dealings and prompt settlements.

Wishing you continued success and prosperity, I am,

Respectfully yours,
(Signed) Dr. N. E. Friedman.

Could not Afford to be Without a Policy.

Noblesville, Ind., Oct. 27, 1906.

Mr. A. G. Stanley, Agent,
Noblesville, Ind.

Dear Sir: — The check from the Ætna Life Insurance Co. is just received, for which I want to thank you.

This is the second check this Company has sent me and both times they have been very prompt and accepted such evidence as we could give in regard to each accident without question. I could not afford to be without a policy of this kind. The rates are very liberal.

I have two life policies in the Ætna and I am satisfied that should a settlement be called for they would be as prompt and liberal in the settlement of them.

Get all the risks you can and keep all you get.

Yours truly,
H. M. Scearce.

Prompt Settlement of an Eight Weeks' Claim.

Newtown, Conn.

Ætna Life Insurance Co., Accident Dept.
Hartford, Conn.

Gentlemen: — Your favor of April 9th, enclosing check for $34.28, in final settlement of claim under Policy No. 816389 (issued originally March 14th, 1904) for accident consisting of broken patella, happening March 6th, 1905, received. Allow me to thank you for your prompt attention to all communications concerning my claim and the prompt payment of indemnity claimed each eight weeks up to final settlement.

Respectfully yours,
(Signed) M. J. Houlihan.

. . . THE ÆTNA . . .

One of Many we Receive.

Louisville, Ky., Oct. 19, 1906.

Mr. Alex. Gilmour,
City.

Dear Sir: — Referring to yours of the 18th enclosing check in settlement of injury received, it would be useless for me to say anything flattering about yourself or Company in reference to adjusting Accident Claims. No doubt everybody is like myself, knowing the promptness and accuracy of your methods.

Thanking you for same, I remain,
Yours truly,
John A. Vetter.

The Feeling of Safety.

New York, October 18, 1906.

Mr. Thomas R. Lynas,
Mgr. Ætna Life Ins. Co., Chicago, Ill.

Dear Sir: — Accept my thanks for the promptness with which you and your Company attended to the little claim I had on account of a small accident which I reported to you ten days ago. Courtesies like this make a person feel safe to be insured in your Company.

Very truly yours,
Rudolph Schenck.

Claim Handled in Satisfactory Manner.

Chicago, Aug. 21, 1906.

Mr. J. C. Barrows,
Gen. Agt., Ætna Life Ins. Co.,
St. Louis, Mo.

My Dear Mr. Barrows:

Your letter 17th inst.

Your adjuster, Mr. Garvie, called on me yesterday and handled the matter of my claim in a very satisfactory manner. I am obliged to you and to him and your Company for your courtesy and prompt attention in this case.

Yours truly,
(Signed) Geo. J. Charlton.

An Accident in Switzerland.

Farmington, Minn.

Francis M. Wheeler, Agent,
Ætna Life Insurance Co., St. Paul.

Dear Sir: — Received check for $121.43 today in settlement of my claim in full against the Ætna Life Ins. Co., Accident and Liability Department, for injuries received while traveling in Switzerland. It is certainly a very prompt and satisfactory settlement in every respect.

Thanking you for the same, I remain,
Respectfully yours,
Christian Etter.

Tempted to Get Sick Again.

Memphis, Tenn., Oct. 8, 1906.

Mr. J. B. Moore, Jr., Gen. Agt., Virginia,
Accident & Liability Dept.,
Ætna Life Insurance Co.,
Richmond, Va.

Dear Sir: — I beg to acknowledge herein receipt of check for $23.21, in full payment of my health claim, for which I beg to thank you, and at the same time it gives me pleasure to say that I was agreeably surprised at the prompt attention which your Company gave in this matter, and also the very little inconvenience I was subjected to, if there was any. In fact, they were so nice about it I am almost tempted to get sick again.

Thanking you for your personal efforts in the matter, I beg to remain
Yours very truly,
Richard P. Winston.

Claim Settled Promptly and Willingly.

Louisville, Ky., Oct. 23, 1906.

A. Gilmour, Agent, City.

Dear Sir: — I got that check for amount in full of claim for indemnity for disability caused by an accident which happened to me some four weeks ago.

I acknowledge this with great pleasure because it was settled promptly and so willingly.

With many thanks, I am,
Yours truly,
Wm. Kohlhepp.

Settlement Liberal.

Cleveland, Ohio, Oct. 19, 1906.

W. G. Wilson, Manager,
Ætna Life Insurance Co., City.

Dear Sir: — I wish to thank you for the prompt and very satisfactory settlement received at your hands, on account of Claim under Ætna Policy No. 829865.

Your settlement was liberal and quickly adjusted, no question being made of the amount claimed as indemnity for the time lost on account of the accident I suffered.

Yours very truly,
W. H. Brooks.

Pleasure to Receive Such Liberal Adjustments.

Richmond, Va., Oct. 10, 1906.

Mr. J. B. Moore, General Agent.

Dear Sir: — Please accept my thanks for the promptness with which the Ætna Life Insurance Company settled my claim for Accident Insurance — it certainly is a pleasure to receive such liberal adjustments.

Yours truly,
Ware B. Gay.

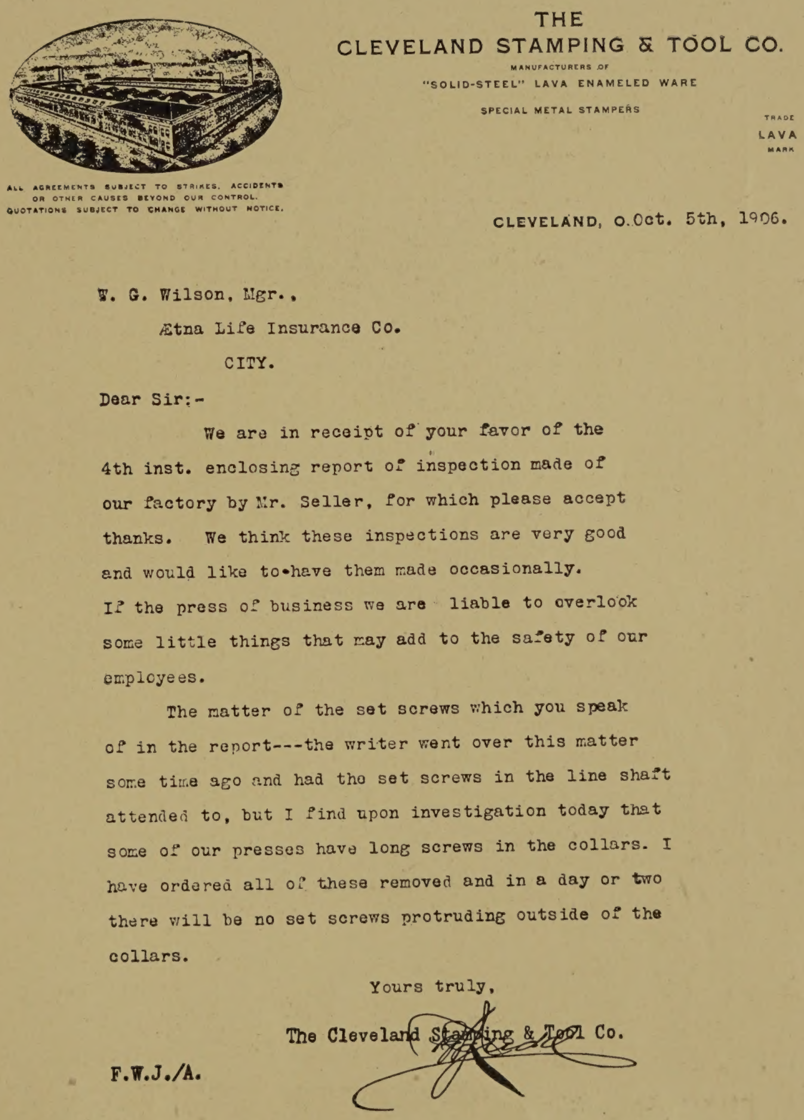
IMPORTANT NOTICE.— Efficient active men are desired by the

Ætna Life Insurance Company,

to canvass for Accident, Health, and Liability Insurance in territory where the Company is not at present actively represented.

ADDRESS
ACCIDENT AND LIABILITY DEPARTMENT,
ÆTNA LIFE INSURANCE COMPANY,
Drawer 1341 HARTFORD, CONN.

APPRECIATION OF INSPECTIONS.



THE
CLEVELAND STAMPING & TOOL CO.
MANUFACTURERS OF
"SOLID-STEEL" LAVA ENAMELED WARE
SPECIAL METAL STAMPERS

TRADE
LAVA
MARK

ALL AGREEMENTS SUBJECT TO STRIKES, ACCIDENTS
OR OTHER CAUSES BEYOND OUR CONTROL.
QUOTATIONS SUBJECT TO CHANGE WITHOUT NOTICE.

CLEVELAND, O. Oct. 5th, 1906.

W. G. Wilson, Mgr.,
Ætna Life Insurance Co.
CITY.

Dear Sir:-

We are in receipt of your favor of the 4th inst. enclosing report of inspection made of our factory by Mr. Seller, for which please accept thanks. We think these inspections are very good and would like to have them made occasionally. If the press of business we are liable to overlook some little things that may add to the safety of our employees.

The matter of the set screws which you speak of in the report---the writer went over this matter some time ago and had the set screws in the line shaft attended to, but I find upon investigation today that some of our presses have long screws in the collars. I have ordered all of these removed and in a day or two there will be no set screws protruding outside of the collars.

Yours truly,
The Cleveland Stamping & Tool Co.

F.W.J./A.

The

ÆTNA LIFE
Insurance Company

HARTFORD, CONN.

MORGAN G. BULKELEY, President

J. L. ENGLISH, *Vice-President.* C. E. GILBERT, *Secretary*
FRANK BUSHNELL, *Agency Secretary* H. W. St. JOHN, *Actuary*
M. H. PEILER, *Ass't Actuary* M B. BRAINARD, *Ass't Treasurer*
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J. M. PARKER, JR., *Secretary Accident*
E. C. BOWEN, *Assistant Secretary Accident*
L. M. HASTINGS, *Superintendent of Agencies*
E. G. ANDERSON, *Claims Attorney*
P. B. EYLER, *Chief Adjuster*
FRANK W. PAYNE, *Adjuster* JOHN S. GARVIE, *Adjuster*

ARTHUR W. BURKE,
GENERAL AGENT,
APPLETON BUILDING,
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BOSTON, MASS.